

EXHIBIT

DD

FACULTY FILE CRITERIA

Faculty Name: Murray, Steve D.

Department: Criminal Justice / Legal Studies

Processed by Academic Affairs (date): 7/27/2010 JZ

Note: Only file if approved by President and has been processed by Human Resources

Enclosed
in File

- ☒ 1. Faculty Appointment Form (generated from Academic Affairs)
- ☐ 2. Search Committee Form
- ☐ 3. Salary Calculation
- ☒ 4. Resume
- ☐ 5. Original Transcript(s)
- ☐ 6. Letters of Recommendation (3)
- ☐ 7. Affirmative Action Monitoring Report (copy)
- ☐ 8. Background Check

726

NAME:

Steven D. Murray

FOLDER NO.:

2

Instructor/Assistant Professor

POSITION:

Business Department, All CCRI Campuses

#BL 1309

How does candidate's educational qualifications compare with the educational requirements stated on the job description?

- ☐ Does not meet minimum requirements
☐ Meets minimum requirements
☐ Exceeds minimum requirements
☒ Outstanding educational qualifications

How does candidate's experience compare with the requirements stated on the job description?

- ☐ Does not meet minimum requirements
☐ Meets minimum requirements
☐ Exceeds minimum requirements
☒ Outstanding qualifications

Was candidate invited for an interview?

- ☐ No
☒ Yes
☐ Yes, but did not show
☐ Yes, but did not respond to our letter inviting him/her for an interview

If candidate was interviewed, what was the result of the interview?

- ☒ Candidate was selected as a finalist
☐ Candidate was not selected for further consideration

- ☐ Check here if candidate did not submit names, addresses, and tel. #'s of 3 references
☐ Check here if candidate did not submit transcripts

☐ Check here if candidate withdrew his/her candidacy

Dr. Joseph R. Harvey
Chairperson of Search Committee

2/22/93
Date

COMMUNITY COLLEGE
OF RHODE ISLAND
PERSONNEL OFFICE

JUL 9 1 42 PM '93

[REDACTED]
Narragansett, RI 02882
July 9, 1993

Office of Personnel Services
Community College of Rhode Island
400 East Avenue
Warwick, RI 02886-1807

HAND DELIVERED

Re: File No. BL1309
Assistant Professor- Business Department

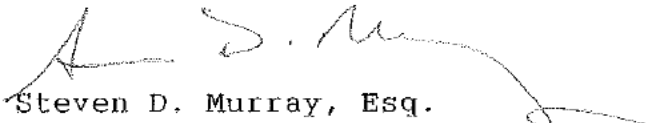
Dear Sir/Madam:

I am writing to apply for the above-referenced faculty position. As my enclosed resume indicates, I have been a part-time faculty member, in the Business Department, since 1990. Likewise, I have been a part-time faculty member at Johnson & Wales University since 1991. I have taught approximately 32 college courses over the last three years in Business Law and Criminal Law. I have greatly enjoyed my teaching experience, and I have decided that my career goal is to be a full-time educator.

As my resume indicates, I possess all of the qualifications listed in the "Notice of Faculty Vacancy." The Business Law courses I have taught at Johnson & Wales University include coverage of Real Estate Law and Commercial Law. My experience as a criminal prosecutor for the last six years and as a civil litigator for two years, has given me a clear understanding of how the criminal and civil legal systems function, and I have been able to incorporate a great deal of my practical experiences from this work into the teaching of my courses.

I have ordered my official college and law school transcripts from Boston College and asked that they be forwarded to you. I have also enclosed a list of three references. If there is any other information you need, please do not hesitate to contact me.

Very truly yours,


Steven D. Murray, Esq.

Enclosures

White - President
 Green - Vice President
 Yellow - Personnel
 Pink - Dean
 Goldenrod - Department

**COMMUNITY COLLEGE OF RHODE ISLAND
 FACULTY APPOINTMENT RECOMMENDATION FORM**

Date 3/10/93**SECTION A**

NAME OF RECOMMENDED CANDIDATE <u>Steven D. Murray</u>			SOCIAL SECURITY NUMBER <u>[REDACTED]</u>		
ADDRESS: Street <u>[REDACTED]</u>	City <u>Westerly</u>	State <u>RI</u>	Zip <u>02893</u>	HOME TELEPHONE <u>[REDACTED]</u>	
DEPARTMENT: <u>Business</u>	CAMPUS:	Knight <input type="checkbox"/>	Flanagan <input type="checkbox"/>	Other <input type="checkbox"/>	
PROPOSED STARTING DATE: <u>Fall semester, 1993</u>	REVIEWED BY AFFIRMATIVE ACTION: <input type="checkbox"/>				

SECTION B

EMPLOYMENT STATUS: (check one in each column)

<input checked="" type="checkbox"/> Permanent	<input checked="" type="checkbox"/> Fulltime	<input checked="" type="checkbox"/> Academic Year
<input type="checkbox"/> Temporary	<input type="checkbox"/> Halftime	<input type="checkbox"/> Academic Year +15%
DURATION OF APPOINTMENT	<input type="checkbox"/> Other	<input type="checkbox"/> Calendar Year

SECTION C

POSITION STATUS:

☐ New Position ☒ Replacement

Frank Richardson
 (name of employee replaced)

Who is on: ☐ Sabbatical Leave ☒ Retired

☐ Leave without Pay ☐ Other

☐ Has terminated

SECTION DRECOMMENDED: P. A. Richardson Vice President for Academic Affairs 3/10/93 DATEAPPROVED: Edward C. Fenton President: 3/10/93 DATE**SOURCE OF FUNDING:**

(to be completed if candidate accepts offer)

RANK: <u>Assistant Professor</u>	BASE SALARY: <u>\$30,737</u>	EFFECTIVE DATE: <u>Fall semester, 1993</u>	<input type="checkbox"/> UNRESTRICTED <input type="checkbox"/> RESTRICTED
ACCOUNT NO(S). TO BE CHARGED	2nd	3rd	
1st <u>100110-000</u>			

If the person recommended for the vacancy refuses the offer of employment, an amended form will be initiated by the office of the Vice President for Academic Affairs.

REFERENCES

Robert E. Craven, Esq.
WYNN & WYNN
One Citizens Plaza
Suite 620
Providence, RI 02903
(401) 453-5500

Terrence Burgess (Retired Lieutenant from the Rhode Island State
Police)
D. B. Kelly Associates, Inc.
89 Jefferson Boulevard
Warwick, RI 02888
(401) 461-9800

David Miele, Esq.
EDWARDS & ANGELL
Hospital Trust Tower
Providence, RI 02903
(401) 274-9200

White - President
 Green - Vice President
 Yellow - Personnel
 Pink - Dean
 Goldenrod - Department

COMMUNITY COLLEGE OF RHODE ISLAND

FACULTY APPOINTMENT RECOMMENDATION FORM

Date 8/10/93**SECTION A**

NAME OF RECOMMENDED CANDIDATE Steven D. Murray			SOCIAL SECURITY NUMBER [REDACTED]		
ADDRESS: Street [REDACTED]	City Narragansett	State RI	Zip 02882	HOME TELEPHONE [REDACTED]	
DEPARTMENT: Business		CAMPUS: Knight <input checked="" type="checkbox"/>	Planagan <input type="checkbox"/>	Other <input type="checkbox"/>	
PROPOSED STARTING DATE: Fall Semester, 1993		REVIEWED BY AFFIRMATIVE ACTION: <input checked="" type="checkbox"/>			

SECTION B

EMPLOYMENT STATUS: (check one in each column)

<input checked="" type="checkbox"/> Permanent	<input checked="" type="checkbox"/> Fulltime	<input checked="" type="checkbox"/> Academic Year
<input type="checkbox"/> Temporary	<input type="checkbox"/> Halftime	<input type="checkbox"/> Academic Year +15%
DURATION OF APPOINTMENT		<input type="checkbox"/> Other
		<input type="checkbox"/> Calendar Year

SECTION C

POSITION STATUS:

☐ New Position
 ☒ Replacement

Frank Richardson

(name of employee replaced)

Who is on: ☐ Sabbatical Leave ☒ retired
☐ Leave without Pay ☐ Other
☐ Has terminated

SECTION DRECOMMENDED: B. A. [Signature] Vice President for Academic Affairs8/10/93 DATEAPPROVED: [Signature] President:8/11/93 DATE**SOURCE OF FUNDING:**

(to be completed if candidate accepts offer)

RANK: <u>[Signature]</u>	BASE SALARY: 30,737	EFFECTIVE DATE:	<input type="checkbox"/> UNRESTRICTED <input type="checkbox"/> RESTRICTED
ACCOUNT NO(S): TO BE CHARGED			
1st	2nd	3rd	

If the person recommended for the vacancy refuses the offer of employment, an amended form will be initiated by the office of the Vice President for Academic Affairs.

731

STEVEN D. MURRAY

[REDACTED]
Narragansett, RI 02882
[REDACTED]
[REDACTED]

EDUCATION

BOSTON COLLEGE LAW SCHOOL, Newton Centre, MA

Juris Doctor, May 1985

Participant in Legal Assistance Bureau

BOSTON COLLEGE, Chestnut Hill, MA

Bachelor of Arts, Political Science, May 1982

Magna Cum Laude

EMPLOYMENT

DEPARTMENT OF ATTORNEY GENERAL, Providence, RI

July 1991 to the present. Special Assistant Attorney General, Special Prosecution Unit. Conduct grand jury investigations and prosecute to trial high profile white collar and public corruption criminal cases, including: a state representative for fraud; attorneys for defalcations; and credit union officials for fraud. Supervise a team of investigators assigned to probe the collapse of privately insured credit unions.

October 1987 to July 1991. Special Assistant Attorney General, Criminal Division. Conducted grand jury presentations and prosecuted capital (including homicides) and non-capital felony cases in Superior Court, including over 17 jury trials to verdict. Prepared briefs and argued appellate matters before the Rhode Island Supreme Court. Investigated and prosecuted white collar criminal matters, including a complex investigation of criminal activity involving aspects of international law.

ROBERTS, CARROLL, FELDSTEIN & TUCKER, Providence, RI

September 1985 to October 1987. Litigation Associate.

Conducted all phases of civil litigation. Areas of experience included: complex asbestos related personal injury and property damage cases; personal injury; medical malpractice; breach of contracts; products liability; and employment law. Additionally, practiced in the corporate law area gaining experience in preparation of general corporate documents, employment agreements and stock redemption agreements.

HALE, SANDERSON, BYRNES & MORTON, Boston, MA

Spring 1984. Law Clerk. Researched legal issues and prepared pleadings, discovery documents and memoranda.

JOHNSON & WALES UNIVERSITY, Providence, RI

September 1991 to the present. Adjunct faculty member, Department of Business.

Instruct courses in Business Law, Contracts and Sales, Torts and Criminal Law.

COMMUNITY COLLEGE OF RHODE ISLAND, Warwick, RI

September 1990 to the present. Adjunct faculty member, Department of Business.

Instruct courses in Criminal Law, Administration of Justice, Law of Business Organizations, Constitutional Law and Evidence.

BAR ADMISSIONS

Rhode Island - 1985

United States District Court of Rhode Island - 1986

Massachusetts - 1992

REFERENCES

Available upon request.

REFERENCES

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(401) 453-5500

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White - President
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PROPOSED STARTING DATE: Fall Semester, 1993	REVIEWED BY AFFIRMATIVE ACTION: <input checked="" type="checkbox"/>		

SECTION B

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POSITION STATUS:

<input type="checkbox"/> New Position	<input checked="" type="checkbox"/> Replacement	Frank Richardson (name of employee replaced)
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ACCOUNT NO(S). TO BE CHARGED 1st 201003-250	2nd	3rd	

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STEVEN D. MURRAY

[REDACTED]
Narragansett, RI 02882
[REDACTED]
[REDACTED]

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[REDACTED]
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[REDACTED]
[REDACTED]

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United States District Court of Rhode Island - 1986
Massachusetts - 1992

REFERENCES

Available upon request.

Academic Transcript Request**FEES: \$2.00 per copy; SAME DAY Service: \$5.00 additional charge****BOSTON COLLEGE**
Office of the University Registrar
Chestnut Hill, MA 02167Please complete the information below and to the right. Be sure to include your signature.
This form will be used in a window envelope; applicant is responsible for correct addresses.

7/12/93

Today's Date

MURRAY, STEVEN D.

Last Name

First Name

M.I.

(Maiden and/or Other)

Number and Street

NARRAGANSETT, R.I. 02882

City

State

Zip Code

PLEASE
SEND
THIS
TRANSCRIPT
TO:OFFICE OF PERSONNEL SERVICES
COMMUNITY COLLEGE OF RHODE ISLAND
400 EAST AVENUE
WARWICK, RI 02886-18071) Reason for request (check one):
☐ Job Application
☐ Grad School Application
☐ Transfer Application
☐ Scholarship Application
☐ Other2) Currently enrolled at BC? (check one):
☐ Yes ☐ No
If yes, check class: ☐ Fresh. ☐ Soph. ☐ Jr.
☐ Sr. ☐ Grad ☐ Special Student

3) Check the Boston College School(s) Attending or Attended:

UNDERGRADUATE: ☒ Arts & Sciences 01
☐ Education 09
☐ Evening 05
☐ Management 07
☐ Nursing 08
☐ Newton College of the
Sacred Heart
☐ Summer 03
GRADUATE: ☒ Grad Arts & Sciences 02
☐ Grad Education 02
☐ Grad Nursing 02
☒ Law 04
☐ Social Work 06
☐ Grad Management 11
☐ Weston4) Dates Attended: _____ to _____
month/year month/year
5) I wish this transcript to be:
☐ Sent immediately
☐ Held for:☐ Current term grade Label
☐ Degree posted
☐ NCATE/ICC labels

Degree Received (if applicable): _____

SIGNATURE:

(We cannot process this request without the requestor's signature)

REGISTRARS USE ONLY

Date Mailed	No. of Copies to Above	Transcript Fees: \$2.00 each Rush = add \$5.00	Total Charge	Paid	Not Paid	Please Remit
7/12	2	\$ 9	\$ 9	pd		



BOSTON COLLEGE

738

CHESTNUT HILL, MASSACHUSETTS 02167

ACADEMIC RECORD

NAME		STUDENT NO.	SCHOOL ATTENDED		
STEVEN D MURRAY			LA SALLE ACADEMY		
ADDRESS ON ADMITTANCE		ADMITTED TO			
RUMFORD		COLLEGE OF ARTS & SCIENCES			
DEGREE CONFERRED AND DATE		CONCENTRATION	DATE OF BIRTH		
BA MAGNA CUM LAUDE MAY 24, 1982		POLITICAL SCIENCE			
COURSE NO.	TITLE	CREDIT GRADE	COURSE NO.	TITLE	CREDIT GRADE
FIRST SEMESTER 1978-1979					
EN013	STUDY OF LITERATURE	3 C+	TH272	NATURE/DIGNITY/DEST PRSN	3 A-
PL070	PHILOSOPHY OF THE PER I	3 B	PO405	POLITICS WESTERN EUROPE	3 B
HS023	SOC & CUL HS OF EUROPE	3 B-	SC041	RACE RELATIONS	3 A-
PO041	FUND CONC OF POL SCI	3 C+	PO317	THE AMERICAN PRESIDENCY	3 A-
MT174	CALC FOR MGMT SCI I	3 A	EC201	MICROECONOMIC THEORY	3 B+
SECOND SEMESTER 1978-1979					
EN014	STUDY OF LITERATURE	3 B+	SEM PTS	52.02 CRDS 15 AVE 3.468	
HS024	SOC & CUL HS OF EUROPE	3 B+	CUM PTS	244.98 CRDS 75 AVE 3.266	
MT175	CALC FOR MGMT SCI II	3 B	SECOND SEMESTER 1980-1981 A&S		
PL070	PHILOSOPHY OF THE PER II	3 B	PO406	POL OF WESTERN EUROPE	3 B+
PO042	FUND CONC OF POL SCI	3 B-	PC338	JUDICIAL PROCESS	3 A-
SEM 3.066 CUM 2.966 RANK 646/1250			SC001	INTRODUCTORY SOCIOLOGY	3 A-
FIRST SEMESTER 1979-1980			HS184	U S MILITARY HISTORY	3 B-
PO413	POL DEVEL & MODERNIZATION	3 A-	MB110	PERSONNEL MANAGEMENT	3 A-
PO411	GOVERN & POLITICS CHINA	3 A	SEM PTS	51.03 CRDS 15 AVE 3.402	
TH172	FOUR GOSPELS	3 B	CUM PTS	296.01 CRDS 90 AVE 3.289	
EC132	PRINCIPLES OF ECON-MACRO	3 B+	FIRST SEMESTER 1981-1982 A&S		
RL001	ELEMENTARY FRENCH I	3 A	PO345	POLITICAL SOCIALIZATION	3 A
SEM 3.600 CUM 3.177 RANK 480/1246			PO309	THE LEGISLATIVE PROCESS	3 A
SECOND SEMESTER 1979-1980			PO355	INTERNSHIP SEMINAR	6 A-
EC131	PRINCIPLES OF ECON-MICRO	3 B+	SEM PTS	46.02 CRDS 12 AVE 3.835	
TH212	CHURCH IN THE WORLD	3 B	CUM PTS	342.03 CRDS 102 AVE 3.353	
PO302	AMERICAN NATIONAL GOVERN	3 A-	SECOND SEMESTER 1981-1982 A&S		
PO604	PROBLEMS LIBERAL SOCIETY	3 B+	MJ021	LAW I - INTRO TO LAW	3 B
RL002	ELEM FRENCH II	3 B+	PO348	POL AND THE MEDIA	3 B+
SEM PTS	49.98 CRDS 15 AVE 3.332		PO524	THE UNITED NATIONS	3 A
CUM PTS	192.96 CRDS 60 AVE 3.216		HS248	AMERICAN CIVIL WAR	3 A-
SEM PTS 42.00 CRDS 12 AVE 3.500			SEM PTS 42.00 CRDS 12 AVE 3.500		
CUM PTS 192.96 CRDS 60 AVE 3.216			CUM PTS 384.03 CRDS 114 AVE 3.369		
01 82 MURRAY, STEVEN D					
01 82 MURRAY, STEVEN D					
REMARKS			SIGNATURE		
JUL 14 12 07 PM '93			JUL 14 1993		
Official Transcript When Signed And Sealed					



BOSTON COLLEGE

CHESTNUT HILL, MASSACHUSETTS 02167

ACADEMIC RECORD

NAME STEVEN D MURRAY		STUDENT NO. [REDACTED]	SCHOOL ATTENDED		
ADDRESS ON ADMITTANCE [REDACTED] RUMFORD		RI 02916	ADMITTED TO LAW SCHOOL		
DEGREE CONFERRED AND DATE J.D. MAY 20, 1985		CONCENTRATION	DATE OF BIRTH [REDACTED]		
COURSE NO.	TITLE	CREDIT GRADE	COURSE NO.	TITLE	CREDIT GRADE
FIRST SEMESTER 1982-1983 LAW			FIRST SEMESTER 1984-1985 LAW		
LL702	CONSTITUTIONAL LAW	3 B-	LL804	FEDERAL COURTS	3 B-
SEM PTS	8.01 CRDS 3 AVE 2.670		LL814	TRUSTS & ESTATES (SEC.2)	3 C-
CUM PTS	8.01 CRDS 3 AVE 2.670		LL978	LAWYERING PROCESS-INTRO	6 B-
SECOND SEMESTER 1982-1983 LAW			SECOND SEMESTER 1984-1985 LAW		
LL998	CIVIL PROCEDURE	6 B-	LL747	FAMILY LAW	3 B-
LL705	CONTRACTS	6 B-	LL741	CRIMINAL LAW	3 B+
LL702	CONSTITUTIONAL LAW	3 B+	LL761	LAND FINANCE	2 C+
LL709	PROPERTY	6 B+	LL739	CONFLICTS OF LAW	3 C+
LL719	TORTS	6 B-	LL815	TRUSTS & ESTATES II	AUDIT
LL796	LEGAL RESEARCH & WRITING	3 B	SEM PTS	29.65 CRDS 11 AVE 2.695	
SEM PTS	87.03 CRDS 30 AVE 2.901		CUM PTS	235.08 CRDS 86 AVE 2.733	
CUM PTS	95.04 CRDS 33 AVE 2.880		04 85 MURRAY, STEVEN D [REDACTED]		
FIRST SEMESTER 1983-1984 LAW					
LL754	CRIMINAL PROCEDURE	3 B+			
LL996	EVIDENCE	3 B-			
LL934	FEDERAL INCOME TAXATION	4 C+			
LL750	CORPORATIONS	3 C			
SEM PTS	33.32 CRDS 13 AVE 2.563				
CUM PTS	128.36 CRDS 46 AVE 2.790				
SECOND SEMESTER 1983-1984 LAW					
LL774	SECURITIES REGULATION	3 B			
LL955	PROFESS RESPONSIBILITY	2 B			
LL771	REGS OF PROF ATHLETICS	3 B			
LL923	COMMERCIAL LAW	3 B-			
LL731	ADMINISTRATIVE LAW	3 B-			
SEM PTS	40.02 CRDS 14 AVE 2.859				
CUM PTS	168.38 CRDS 60 AVE 2.806				
04 85 MURRAY, STEVEN D [REDACTED]					
REMARKS COMMUNITY COLLEGE OF RHODE ISLAND PERSONNEL OFFICE Jul 11 12 07 PM '93			SIGNATURE <i>Spencer S. [Signature]</i> DATE Jul 12 1993 Official Transcript When Signed And Sealed		



NAME STEVEN D MURRAY		STUDENT NO. [REDACTED]	SCHOOL ATTENDED LA SALLE ACADEMY				
ADDRESS ON ADMITTANCE [REDACTED] RUMFORD		RI 02916	ADMITTED TO COLLEGE OF ARTS & SCIENCES				
DEGREE CONFERRED AND DATE BA MAGNA CUM LAUDE MAY 24, 1982		CONCENTRATION POLITICAL SCIENCE		DATE OF BIRTH [REDACTED]			
COURSE NO.	TITLE	CREDIT	GRADE	COURSE NO.	TITLE	CREDIT	GRADE
FIRST SEMESTER 1978-1979				FIRST SEMESTER 1980-1981 A&S			
EN013	STUDY OF LITERATURE	3	C+	TH272	NATURE/DIGNITY/DEST PRSN	3	A-
PL070	PHILOSOPHY OF THE PER I	3	B	PO405	POLITICS WESTERN EUROPE	3	B
HS023	SOC & CUL HS OF EUROPE	3	B-	SC041	RACE RELATIONS	3	A-
PO041	FUND CONC OF POL SCI	3	C+	PO317	THE AMERICAN PRESIDENCY	3	A-
MT174	CALC FOR MGMT SCI I	3	A	EC201	MICROECONOMIC THEORY	3	B+
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HS024	SOC & CUL HS OF EUROPE	3	B+	SECOND SEMESTER 1980-1981 A&S			
MT175	CALC FOR MGMT SCI II	3	B	PO406	POL OF WESTERN EUROPE	3	B+
PL070	PHILOSOPHY OF THE PER II	3	B	PO338	JUDICIAL PROCESS	3	A-
PO042	FUND CONC OF POL SCI	3	B-	SC001	INTRODUCTORY SOCIOLOGY	3	A-
SEM 3.066 CUM 2.966 RANK 646/1250				HS184	U S MILITARY HISTORY	3	B-
FIRST SEMESTER 1979-1980				MB110	PERSONNEL MANAGEMENT	3	A-
PO413	POL DEVEL & MODERNIZATION	3	A-	SEM PTS 51.03 CRDS 15 AVE 3.402			
PO411	GOVERN & POLITICS CHINA	3	A	CUM PTS 296.01 CRDS 90 AVE 3.289			
TH172	FOUR GOSPELS	3	B	FIRST SEMESTER 1981-1982 A&S			
EC132	PRINCIPLES OF ECON-MACRO	3	B+	PO345	POLITICAL SOCIALIZATION	3	A
RL001	ELEMENTARY FRENCH I	3	A	PO309	THE LEGISLATIVE PROCESS	3	A
SEM 3.600 CUM 3.177 RANK 480/1246				PO355	INTERNSHIP SEMINAR	6	A-
SECOND SEMESTER 1979-1980				SEM PTS 46.02 CRDS 12 AVE 3.835			
EC131	PRINCIPLES OF ECON-MICRO	3	B+	CUM PTS 342.03 CRDS 102 AVE 3.353			
TH212	CHURCH IN THE WORLD	3	B	SECOND SEMESTER 1981-1982 A&S			
PO302	AMERICAN NATIONAL GOVERN	3	A-	MJ021	LAW I - INTRO TO LAW	3	B
PO604	PROBLEMS LIBERAL SOCIETY	3	B+	PO348	POL AND THE MEDIA	3	B+
RL002	ELEM FRENCH II	3	B+	PO524	THE UNITED NATIONS	3	A
SEM PTS 49.98 CRDS 15 AVE 3.332				HS248	AMERICAN CIVIL WAR	3	A-
CUM PTS 192.96 CRDS 60 AVE 3.216				SEM PTS 42.00 CRDS 12 AVE 3.500			
				CUM PTS 384.03 CRDS 114 AVE 3.369			
01 82 MURRAY, STEVEN D				01 82 MURRAY, STEVEN D			

REMARKS

COMMUNITY COLLEGE
OF RHODE ISLAND
PERSONNEL OFFICE
JUL 14 12 07 PM '93

Signature
UNIVERSITY

SIGNATURE

REGISTRAR

DATE

JUL 12 1993

Official Transcript When Signed And Sealed



BOSTON COLLEGE

CHESTNUT HILL, MASSACHUSETTS 02167

ACADEMIC RECORD

NAME STEVEN D MURRAY		STUDENT NO. [REDACTED]	SCHOOL ATTENDED		
ADDRESS ON ADMITTANCE [REDACTED] RUMFORD		RI 02916	ADMITTED TO LAW SCHOOL		
DEGREE CONFERRED AND DATE J.D. MAY 20, 1985		CONCENTRATION		DATE OF BIRTH [REDACTED]	
COURSE NO.	TITLE	CREDIT GRADE	COURSE NO.	TITLE	CREDIT GRADE
FIRST SEMESTER 1982-1983 LAW			FIRST SEMESTER 1984-1985 LAW		
LL702	CONSTITUTIONAL LAW	3 B-	LL804	FEDERAL COURTS	3 B-
SEM PTS	8.01 CRDS 3	AVE 2.670	LL814	TRUSTS & ESTATES (SEC.2)	3 C-
CUM PTS	8.01 CRDS 3	AVE 2.670	LL978	LAWYERING PROCESS-INTRO	6 B-
SECOND SEMESTER 1982-1983 LAW			SECOND SEMESTER 1984-1985 LAW		
LL998	CIVIL PROCEDURE	6 B-	LL747	FAMILY LAW	3 B-
LL705	CONTRACTS	6 B-	LL741	CRIMINAL LAW	3 B+
LL702	CONSTITUTIONAL LAW	3 B+	LL761	LAND FINANCE	2 C+
LL709	PROPERTY	6 B+	LL739	CONFLICTS OF LAW	3 C+
LL719	TORTS	6 B-	LL815	TRUSTS & ESTATES II	AUDIT
LL796	LEGAL RESEARCH & WRITING	3 B	SEM PTS	29.65 CRDS 11	AVE 2.695
SEM PTS	87.03 CRDS 30	AVE 2.901	CUM PTS	235.08 CRDS 86	AVE 2.733
CUM PTS	95.04 CRDS 33	AVE 2.880			
FIRST SEMESTER 1983-1984 LAW			04 85 MURRAY, STEVEN D [REDACTED]		
LL754	CRIMINAL PROCEDURE	3 B+			
LL996	EVIDENCE	3 B-			
LL934	FEDERAL INCOME TAXATION	4 C+			
LL750	CORPORATIONS	3 C			
SEM PTS	33.32 CRDS 13	AVE 2.563			
CUM PTS	128.36 CRDS 46	AVE 2.790			
SECOND SEMESTER 1983-1984 LAW					
LL774	SECURITIES REGULATION	3 B			
LL955	PROFESS RESPONSIBILITY	2 B			
LL771	REGS OF PROF ATHLETICS	3 B			
LL923	COMMERCIAL LAW	3 B-			
LL731	ADMINISTRATIVE LAW	3 B-			
SEM PTS	40.02 CRDS 14	AVE 2.859			
CUM PTS	168.38 CRDS 60	AVE 2.806			
REMARKS					
[REDACTED]					
JUL 12 1985					
Official Transcript When Signed And Sealed					

COMMUNITY COLLEGE
OF RHODE ISLAND
PERSONNEL OFFICE

JUL 14 12 07 PM '85

SIGNATURE

JUL 12 1985

Official Transcript When Signed And Sealed

TR-1 3/15/96 (Revised)

COMMUNITY COLLEGE OF RHODE ISLAND
OUT-OF-STATE TRAVEL REQUEST FORM
and
REQUEST FOR CONFERENCE FEE PAYMENT FORM

APPROVAL NUMBER:

DATE: Nov. 13, 1998

NAME OF
DEPT. CHARGED: Criminal Justice + Legal Studies

6-DIGIT ACCT.
NUMBER: 231820

BUDGET ACCT.
BALANCE: _____

Approval is requested for the travel indicated below:

NAME: Steven D. Murray TITLE: Assistant Professor

DESTINATION: Providence CITY Rhode Island STATE

PURPOSE OF TRAVEL: Seminar - Faust Rossi on Expert Witnesses

JUSTIFICATION: I teach Law of Evidence. One of the most difficult parts of this area of the law, deal with expert witnesses. This seminar will help my understanding and ability to teach these difficult concepts.

PERIOD COVERED:

FROM: 11/20/98 9:30 am TO: 11/20/98 5:00 p.m.
DATE TIME DATE TIME

ESTIMATED TRAVEL COST(S):

FARES: n/a TYPE AMOUNT HOTEL: n/a MEALS: n/a
(\$24/DAY)

REGISTRATION FEE: 175.00 6 DIGIT ACCT. # CHARGED: 203 908 TOTAL: 175.00
165.00

I certify that this travel is in accordance with the program as approved by:

Joseph R. Yang 11-17-98
DEPARTMENT CHAIRPERSON DATE

R. O. Sullivan 11/19/98
VP ACADEMIC AFFAIRS DATE

DIVISION DEAN DATE

VP STUDENT AFFAIRS DATE

PRESIDENT DATE

TREASURER DATE

INSTRUCTIONS:

White and yellow copies forwarded for approval. Pink copy retained by traveler. Yellow copy will be returned to traveler with APPROVAL NUMBER in upper right hand corner.

TR-1 4/15/96 (Revised)

COMMUNITY COLLEGE OF RHODE ISLAND
OUT-OF-STATE TRAVEL REQUEST FORM
and
REQUEST FOR CONFERENCE FEE PAYMENT FORM

APPROVAL NUMBER:

DATE: 2/9/99

NAME OF
DEPT. CHARGED: FACULTY TRAVEL

6-DIGIT ACCT.
NUMBER: 2-31820

BUDGET ACCT.
BALANCE: _____

Approval is requested for the travel indicated below:

NAME: Steven D. MURRAY TITLE: Assistant Professor

DESTINATION: Orlando CITY Florida STATE

PURPOSE OF TRAVEL: Conference

JUSTIFICATION: Criminal Justice Conference - To keep
current with material I teach
in my courses.

PERIOD COVERED:

FROM: 5/9/99 DATE morning TIME

TO: 5/12/99 DATE evening TIME

ESTIMATED TRAVEL COST(S):

FARES: Air TYPE 250⁰⁰ AMOUNT 2/4 ✓
HOTEL: 125⁰⁰ per day ✓
MEALS: 24⁰⁰ per day (\$24/DAY)
24x4x\$96 RAK
\$471⁰⁰

REGISTRATION
FEE: \$325.00

6 DIGIT ACCT. #
CHARGED: _____

Estimate
TOTAL: 1246⁰⁰
846⁰⁰ RAK

I certify that this travel is in accordance with the program as approved by:

Joseph R. Hany DEPARTMENT CHAIRPERSON
2-11-99 DATE

R. A. Sclerif VP ACADEMIC AFFAIRS
2/19/99 DATE

DIVISION DEAN _____ DATE _____

VP STUDENT AFFAIRS _____ DATE _____

PRESIDENT _____ DATE _____

TREASURER _____ DATE _____

INSTRUCTIONS:

White and yellow copies forwarded for approval. Pink copy retained by traveler. Yellow copy will be returned to traveler with APPROVAL NUMBER in upper right hand corner.

SOCIAL SECURITY NO. [REDACTED]

LECTURER: Murray, Steven D.

Narragansett, RI 02882

DEPT: CRIMINAL JUSTICE AND LEGAL STUD

*****FOR DEPARTMENT USE ONLY*****

**** COURSE 1 ****

1 TITLE ADMINISTRATION JUSTICE
2 DEPT/COURSE/SECT. LAWS-1020-102
3 COURSE DATES 05/24/99 to 07/02/99
4 CONTACT HRS PER SEMESTER 37.50
5 CREDIT HOURS 3.00
6 DAYS & TIMES MW 615PM to 930PM
____ to ____
____ to ____
7 CHECK ONE:
DAYS _____ EXTENDED DAY ☒
OFF CAMPUS _____
8 INDICATE STATUS:
FULL TIME FACULTY/STAFF ☒
PART TIME LECTURER _____
RETIREE _____
9 LEAVE REPLACEMENT:
SICK _____ SABBATICAL _____
LWOP _____ OTHER _____
10 PERSON ON LEAVE

**** COURSE 2 ****

1 TITLE Law & Society
2 DEPT/COURSE/SECT. LAWS-2040-800
3 COURSE DATES 5-24-99 to 7-2-99
4 CONTACT HRS PER SEMESTER 37.5
5 CREDIT HOURS 3
6 DAYS & TIMES T,TH 6:00 to 9:10 P.M
____ to ____
____ to ____
7 CHECK ONE:
DAYS _____ EXTENDED DAY _____
OFF CAMPUS ☒
8 INDICATE STATUS:
FULL TIME FACULTY/STAFF ☒
PART TIME LECTURER _____
RETIREE _____
9 LEAVE REPLACEMENT:
SICK _____ SABBATICAL _____
LWOP _____ OTHER _____
10 PERSON ON LEAVE

FOR FIRST TIME FACULTY PLEASE ATTACH RESUME, TRANSCRIPTS & REFERENCES.

DEPARTMENT CHAIRPERSON

Joseph R. Haney
SIGNATURE

DATE 5/24/99

**** FOR DEAN OF INSTRUCTION'S OFFICE USE ****

DEPARTMENT ACCOUNT # POSITION CONTRACT AMOUNT

COURSE #1 2-01908-1245 () \$ 2,080.00
COURSE #2 201224-1245 () \$ 2,080.00

DEAN OF INSTRUCTION

James H. Crowley
DATE 5/24/99
5/24/99

DATE 5/24/99

CCRI

Community College of Rhode Island

May 2000

Steven Murray
Criminal Justice
Knight Campus

Dear Professor Murray:

It is my pleasure to tell you that you have been awarded a performance-based bonus of 1.5x. As you know, this bonus was based on criteria such as productive scholarship, voluntary participation in college-wide committees, effective teaching and contributions to your department and/or the Community College of Rhode Island.

Congratulations on your well-earned scholastic achievements. I wish you the best in the upcoming academic year.

Sincerely,

Robert A. Silvestre

Robert A. Silvestre
Vice President, Academic Affairs

RAS/tac



Community College of Rhode Island

Office of the Vice President
for Academic Affairs

June 2004

Steven Murray

[REDACTED]
Narragansett, RI 02882

Dear Steven:

Congratulations! In recognition of your outstanding contribution to the College, I am pleased to award you a performance-based bonus of 1.5x. As you know, this bonus is based on a range of criteria including productive scholarship, college-wide committee participation, and exemplary teaching and College contributions. The College applauds your achievement and your continued professional development.

Sincerely,

A handwritten signature in cursive script that reads 'Ruth Sherman'.

Ruth D. Sherman, Ed.D.
Vice President for Academic Affairs



Community College of Rhode Island

Office of the Vice President
for Academic Affairs

June 2005

Mr. Steven Murray

Narragansett, RI 02882

Dear Steven:

Congratulations! In recognition of your outstanding contribution to the College, I am pleased to award you a performance-based bonus of 1.5x. As you know, this bonus is based on a range of criteria including productive scholarship, college-wide committee participation, and exemplary teaching and College contributions. The College applauds your achievement and your continued professional development.

Sincerely,

A handwritten signature in cursive script that reads 'Ruth D. Sherman'.

Ruth D. Sherman, Ed.D.
Vice President for Academic Affairs

RDS/tac



COMMUNITY COLLEGE
OF RHODE ISLAND
Office of the President

*See File
re HR
PR
2/20*

February 20, 2012

Professor Steven D. Murray
Criminal Justice & Legal Studies
Community College of Rhode Island
400 East Avenue
Warwick, RI 02886

Dear Steven:

Congratulations on your election as Chair of the Criminal Justice & Legal Studies Department at the Community College of Rhode Island, effective July 1, 2012. Leadership from your position will be critical as CCRI moves forward and continues to embrace all the best of what we have accomplished while addressing the new challenges of our future.

I will ask Deb to work with you and Lela to find a date/time that works for the three of us to meet in the near future.

I look forward to working with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ray D. Pasquale', is written over the word 'Sincerely,'.

Ray D. Pasquale
President

RMD:dmz

c: Lela Morgan

RECEIVED

FEB 21 2012

ACADEMIC AFFAIRS

Knight Campus

COMMUNITY COLLEGE OF RHODE ISLAND

DEAN'S RECOMMENDATION—PROMOTION FORM

DATE: March 23, 1998

NAME OF FACULTY MEMBER: Steven Murray
Department of Criminal Justice and Legal Studies

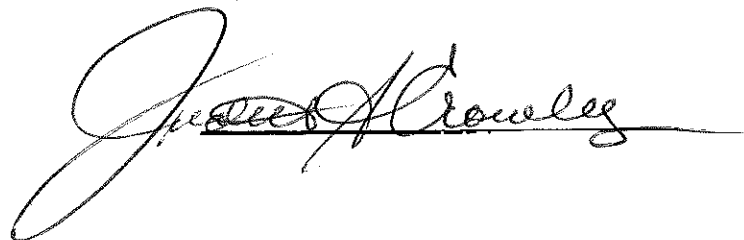
PRESENT RANK: Assistant Professor

RANK REQUESTED: Associate Professor

_____ I concur with the recommendation of the Department Chairperson

 X I do not concur with the recommendation of the Department Chairperson for the following reason:

Insufficient time in rank to thoroughly evaluate effectiveness as an Assistant Professor.

A handwritten signature in cursive script, appearing to read "James H. Crowley", is written over a horizontal line.

COMMUNITY COLLEGE OF RHODE ISLAND

CHAIRMAN'S RECOMMENDATION -PROMOTION FORM

DATE: February 9, 1998

NAME OF FACULTY MEMBER: Dr. Steven D. Murray

PRESENT RANK: Assistant Professor

RANK REQUESTED: Associate Professor

Chairman's evaluation of performance since the date of last promotion:

Dr. Steven D. Murray is an exceptional teacher with a deep compassion for and understanding of his students. As a former Assistant Attorney General, Dr. Murray brings a breadth and depth of experience in Criminal issues to the classroom. He excites his students to learn by providing them with true life examples. Dr. Murray continues to maintain his knowledge of the subject matter by attending more than ten continuing education credits per year on subjects relative to the courses he teaches.

Dr. Murray works with the Department of the Attorney General to provide valuable internship experiences for our students. He spends many hours tutoring student who need help and advises students in the Baccalaureate Bound program.

RECEIVED

FEB 09 1998

OFFICE OF THE DEAN OF ARTS & SCIENCES

CHAIRMAN'S RECOMMENDATION—PROMOTION FORM

Page 2

If the request is for an early promotion, or other exceptional action, explain in detail the reasons such exceptions should be made in this case.

Dr. Murray has reviewed Criminal Law, Business Law and Constitutional Law texts. He has served on the Executive Committee of the CCRI Faculty Association and was a member of the committee on Quality Assurance. Dr. Murray is faculty advisor for the Law Enforcement club.

Dr. Murray has outstanding student evaluations and peer evaluations. His strong teaching and deep concern for students has resulted in their fulfilling their career objectives.

I strongly recommend Dr. Murray for early promotion.

Chairman's Recommendation:

☒ Promotion

☐ No Promotion

Dr. Joseph R. Murray
Signature

Community College of Rhode Island

Office of the Vice President
for Academic Affairs

May 7, 1998

TO: President Liston
FROM: Robert A. Silvestre
SUBJECT: Promotion recommendation--Steven D. Murray
From Assistant Professor
to Associate Professor

<u>Endorsement for Promotion</u>		<u>Effective Teaching</u>	<u>Degree and Credits</u> <u>(Indicate if Mix)</u>	<u>Date of Last</u> <u>Promotion</u>
<u>Dept. Chairperson</u>	<u>Dean</u>			
Yes	No	Yes	B.A., J.D.	6/27/93

I have received the attached faculty promotion recommendation from Dean Crowley and have discussed it with her at length. On the basis of the record before me, I regard Dean Crowley's recommendation to be reasonable and in accordance with the provisions of the Agreement between the Board of Governors for Higher Education and the Community College of Rhode Island Faculty Association.

RAS/dsb

CCRI

Community College of Rhode Island

Office of the President

May 14, 1998

Dr. Steven Murray

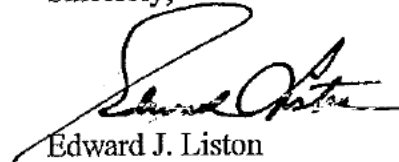
[REDACTED]
Narragansett, RI 02882

Dear Dr. Murray:

I am sorry to inform you that your request for promotion to the rank of Associate Professor has not been approved.

No doubt this announcement will be disappointing, and I can empathize with the feeling. In order to gain a better understanding of the reasons for the decision, I suggest that you speak to Vice President Silvestre.

Sincerely,



Edward J. Liston
President

Is

cc: Dr. Robert A. Silvestre
Dr. Judeth A. Crowley
Dr. Joseph R. Garvey

CCRI

Community College of Rhode Island

Office of the President

May 14, 1998

Dr. Steven Murray

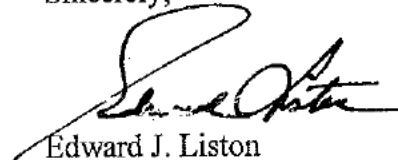
[REDACTED]
Narragansett, RI 02882

Dear Dr. Murray:

I am sorry to inform you that your request for promotion to the rank of Associate Professor has not been approved.

No doubt this announcement will be disappointing, and I can empathize with the feeling. In order to gain a better understanding of the reasons for the decision, I suggest that you speak to Vice President Silvestre.

Sincerely,



Edward J. Liston
President

Is

cc: Dr. Robert A. Silvestre
Dr. Judeth A. Crowley
Dr. Joseph R. Garvey

CCRI

Community College of Rhode Island

Office of the President

May 13, 1999

Dr. Steven D. Murray

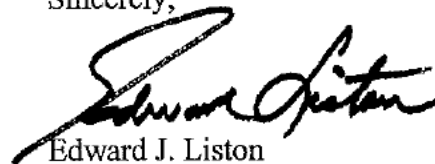
[REDACTED]
Narragansett, RI 02882

Dear Dr. Murray:

I am delighted to inform you that a promotion to the rank of Associate Professor, effective July 1, 1999, has been approved.

Congratulations and best wishes.

Sincerely,



Edward J. Liston
President

ls

cc: Dr. Robert A. Silvestre
Dr. Judeth A. Crowley
Dr. Joseph R. Garvey

COMMUNITY COLLEGE OF RHODE ISLAND

DEAN'S RECOMMENDATION—PROMOTION FORM

DATE: April 5, 1999

NAME OF FACULTY MEMBER: Steven D. Murray
Department of Criminal Justice and Legal Studies

PRESENT RANK: Assistant Professor

RANK REQUESTED: Associate Professor

✓ I concur with the recommendation of the Department Chairperson

 I do not concur with the recommendation of the Department Chairperson for the following reason:


Signature

Dean of Arts and Sciences

COMMUNITY COLLEGE OF RHODE ISLAND

CHAIRMAN'S RECOMMENDATION -PROMOTION FORM

DATE: January 27, 1999

NAME OF FACULTY MEMBER: Steven Murray

PRESENT RANK: Assistant Professor

RANK REQUESTED: Associate Professor

Chairman's evaluation of performance since the date of last promotion:

Dr. Steven D. Murray is an exceptional teacher with outstanding rapport with the students. His unique experience as a former Assistant Attorney General provides him with both a practical and technical understanding of Criminal Law and the court system. Prior to becoming an Assistant Attorney General he worked in a prestigious Providence law firm which provided him with a broad based knowledge of civil law.

Dr. Murray selects continuing education courses annually in the areas he is teaching to insure that he maintains his proficiency in these subjects.

Dr. Murray is always available to advise and counsel students and assist them in achieving their career goals. He is an active participant in departmental activities and serves as the faculty advisor for the Law Enforcement Club. He has also served as a member of the Committee on Quality Assurance.

Dr. Murray serves as a member of the Criminal Justice Curriculum Committee and constantly works to improve course content. He is highly respected by both his peers and students and is an asset to the college.

I strongly recommend him for promotion.

CHAIRMAN'S RECOMMENDATION—PROMOTION FORM

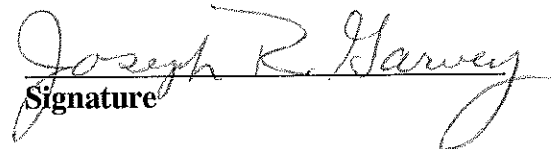
Page 2

If the request is for an early promotion, or other exceptional action, explain in detail the reasons such exceptions should be made in this case.

Chairman's Recommendation:

☒ **Promotion**

☐ **No Promotion**


Signature

CCRI

Community College of Rhode Island

Department of Criminal Justice
and Legal Studies

INSTRUCTOR EVALUATION

INSTRUCTOR: *Steven D. Murray*
RANK: *Assistant Professor*
COURSE: *Administration of Justice*
COURSE NO: *LAWS 1020-001*
TEXT: *Procedures in the Justice System*
TOPIC: *Ch. 10 - Roles of Participants in Court*

I. COURSE SYLLABUS/OUTLINE:

1. Instructor provided a course syllabus and outline adequately describing the course. Yes ☒ No ☐

II. INSTRUCTION:

1. Verbal communication/delivery (volume/rate of speaking) is suitable for the situation. Yes ☒ No ☐
2. Explanations of lesson content are clear and easy to follow. Yes ☒ No ☐
3. Effective questioning techniques are used. Yes ☒ No ☐
4. Clear majority of students are engaged in lesson activities. Yes ☒ No ☐
5. Instructional sequence is logical. Yes ☒ No ☐
6. Instructional aids are used (blackboard, handouts, overhead projectors are used when appropriate.) Yes ☒ No ☐
7. Instructor and class interaction appropriate. Yes ☒ No ☐

III. PROFESSIONAL KNOWLEDGE:

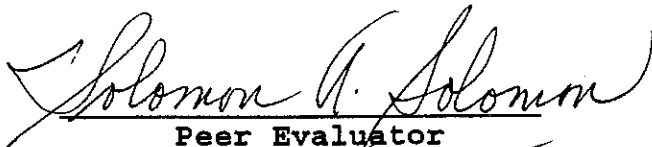
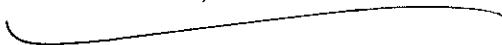
1. Demonstrated knowledge of the subject matter being taught. Yes ☒ No ☐

Instructor Evaluation

NARRATIVE

Mr. Murray presented an energetic and lively discussion of the roles of the major participants in a criminal trial. The students asked intelligent questions which Mr. Murray responded to. It was obvious from the outset that Mr. Murray had an excellent rapport with his students. His presentation was clear and interesting. He is an excellent teacher.

CONCLUSION


Peer Evaluator
Nov. 13, 1998


COMMUNITY COLLEGE OF RHODE ISLAND

DEAN'S RECOMMENDATION—PROMOTION FORM

DATE: April 5, 1999

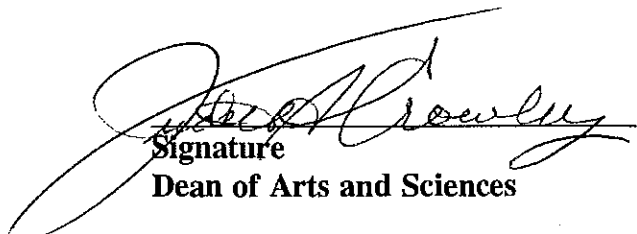
NAME OF FACULTY MEMBER: Steven D. Murray
Department of Criminal Justice and Legal Studies

PRESENT RANK: Assistant Professor

RANK REQUESTED: Associate Professor

✓ I concur with the recommendation of the Department Chairperson

 I do not concur with the recommendation of the Department Chairperson for the following reason:


Signature
Dean of Arts and Sciences

COMMUNITY COLLEGE OF RHODE ISLAND

CHAIRMAN'S RECOMMENDATION -PROMOTION FORM

DATE: January 27, 1999

NAME OF FACULTY MEMBER: Steven Murray

PRESENT RANK: Assistant Professor

RANK REQUESTED: Associate Professor

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I strongly recommend him for promotion.

CHAIRMAN'S RECOMMENDATION—PROMOTION FORM

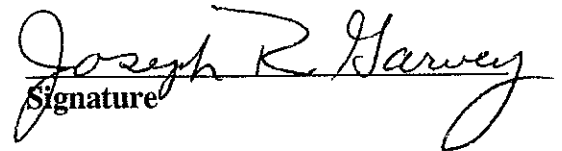
Page 2

If the request is for an early promotion, or other exceptional action, explain in detail the reasons such exceptions should be made in this case.

Chairman's Recommendation:

☒ **Promotion**

☐ **No Promotion**


Signature

CCRI

Community College of Rhode Island

Department of Criminal Justice
and Legal Studies

INSTRUCTOR EVALUATION

INSTRUCTOR: *Steven D. Murray*
RANK: *Assistant Professor*
COURSE: *Administration of Justice*
COURSE NO: *LAW 1020-001*
TEXT: *Procedures in the Justice System*
TOPIC: *Ch. 10 - Roles of Participants in Court*

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4. Clear majority of students are engaged in lesson activities. Yes ☒ No ☐
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6. Instructional aids are used (blackboard, handouts, overhead projectors are used when appropriate.) Yes ☒ No ☐
7. Instructor and class interaction appropriate. Yes ☒ No ☐

III. PROFESSIONAL KNOWLEDGE:

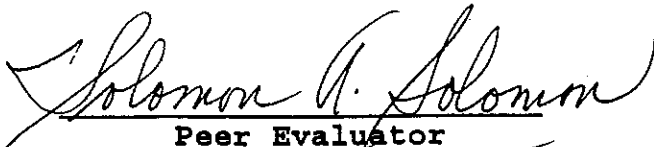
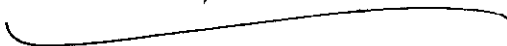
1. Demonstrated knowledge of the subject matter being taught. Yes ☒ No ☐

Instructor Evaluation

NARRATIVE

Mr. Murray presented an energetic and lively discussion of the roles of the major participants in a criminal trial. The students asked intelligent questions which Mr. Murray responded to. It was obvious from the outset that Mr. Murray had an excellent rapport with his students. His presentation was clear and interesting. He is an excellent teacher.

CONCLUSION


Peer Evaluator
Nov. 13, 1998




Community College of Rhode Island

Office of the President

May 13, 1999

Dr. Steven D. Murray

[REDACTED]
Narragansett, RI 02882

Dear Dr. Murray:

I am delighted to inform you that a promotion to the rank of Associate Professor, effective July 1, 1999, has been approved.

Congratulations and best wishes.

Sincerely,

A handwritten signature in black ink, which appears to read "Edward J. Liston", is written over a horizontal line.

Edward J. Liston
President

Is

cc: Dr. Robert A. Silvestre
Dr. Judeth A. Crowley
Dr. Joseph R. Garvey



Community College of Rhode Island

Office of the President

May 28, 2004

Dr. Steven Murray

[REDACTED]
Narragansett, RI 02882

Dear Dr. Murray:

I am delighted to inform you that a promotion to the rank of Professor, effective July 1, 2004, has been approved. I appreciate the contributions you have made to the future of our students and the role of our college.

Congratulations and best wishes.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tom Sepe'.

Thomas D. Sepe
President

ls

cc: Dr. Ruth Sherman
Dr. Philip Sisson
Dr. Joseph Garvey
Mr. Robert Henderson



Community College of Rhode Island

Office of the President

May 28, 2004

Dr. Steven Murray

[REDACTED]
Narragansett, RI 02882

Dear Dr. Murray:

I am delighted to inform you that a promotion to the rank of Professor, effective July 1, 2004, has been approved. I appreciate the contributions you have made to the future of our students and the role of our college.

Congratulations and best wishes.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tom Sepe'.

Thomas D. Sepe
President

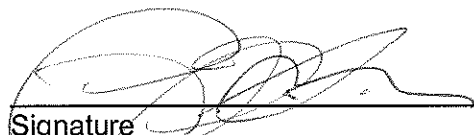
ls

cc: Dr. Ruth Sherman
Dr. Philip Sisson
Dr. Joseph Garvey
Mr. Robert Henderson

COMMUNITY COLLEGE OF RHODE ISLAND
DEAN'S RECOMMENDATION—PROMOTION FORM

DATE: April 5, 2004
NAME OF FACULTY MEMBER: Steven Murray
PRESENT RANK: Associate Professor
RANK REQUESTED: Full Professor

- ☒ I concur with the recommendation of the Department Chairperson
- ☐ I do not concur with the recommendation of the Department Chairperson
for the following reason:

 4/29/04
Signature
Acting Dean of Arts, Humanities and Social Sciences

COMMUNITY COLLEGE OF RHODE ISLAND

CHAIRMAN'S RECOMMENDATION -PROMOTION FORM

DATE: February 6, 2004

NAME OF FACULTY MEMBER: Dr. Steven Murray

PRESENT RANK: Associate Professor

RANK REQUESTED: Full Professor

Chairman's evaluation of performance since the date of last promotion:

Professor Steven Murray is an outstanding teacher. His background as a former Assistant Attorney General provides practical examples for the students. Each year he attends continuing legal education courses to insure that he remains current in changes in the law.

Dr. Murray consistently receives excellent student evaluations, which indicate that he is well prepared for every class and is fair in his testing. Peer evaluations of Dr. Murray's performance have also been excellent.

Dr. Murray has served as faculty advisor for the Law Enforcement club. He is a member of the College Wide assessment committees and participates in departmental committees.

I strongly recommend that Dr. Murray be promoted to full professor.

CHAIRMAN'S RECOMMENDATION—PROMOTION FORM

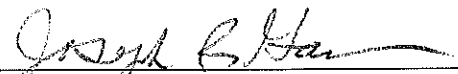
Page 2

If the request is for an early promotion, or other exceptional action, explain in detail the reasons such exceptions should be made in this case.

Chairman's Recommendation:

☒ **Promotion**

☐ **No Promotion**


Signature

COMMUNITY COLLEGE OF RHODE ISLAND

FORM B—TENURE

Dean's Recommendation

Date: March 23, 1998

Department: Criminal Justice and Legal Studies

Name: Steven D. Murray

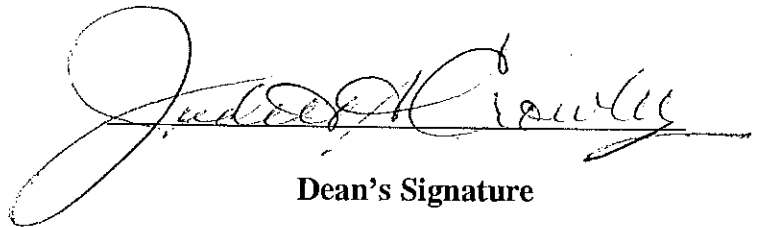
Rank: Assistant Professor

Date employed and leaves: July 1993
No leaves

☒ I concur in the Chairperson's recommendation

☐ I do not concur in the Chairperson's recommendation for the following reasons

(Use other sheet if necessary)



Dean's Signature

COMMUNITY COLLEGE OF RHODE ISLAND

TENURE

RECOMMENDATION: That the Board of Governors approve the granting of tenure to the designated faculty members who have met the requirements for tenure at the Community College of Rhode Island effective July 1, 1999.

<u>NAME</u>	Steven D. Murray	<u>RANK</u>	Assistant Professor
--------------------	------------------	--------------------	---------------------

EDUCATION

<u>DEGREE</u>	<u>DATE</u>	<u>INSTITUTION</u>
B.A.	1982	Boston College
J.D.	1985	Boston College Law School

SELECTED PRIOR EXPERIENCE

1987 - 1993: Special Assistant, Attorney General, Criminal Division

Prosecuted to trial and investigated white collar and public corruption criminal cases; supervised investigative team probing collapse of privately - insured credit unions; prosecuted and presented to Grand Jury capital and non-capital cases at Superior Court; argued appellate cases at Rhode Island Supreme Court. Investigated and prosecuted white collar crimes.

1985 - 1987 Litigation Associate

Bar Admission - Rhode Island, 1985
US District Court of Rhode Island, 1986
Massachusetts, 1992

All phases of civil litigation and corporate law (personal injury, property damage and medical malpractice).

In 1991 - 1993 - Adjunct faculty member for the Business Department at Johnson and Wales University.

1990 - 1993 - Adjunct professor in CCRI Business Department, teaching Law courses.

CCRI HISTORY

Appointed in July, 1993 as Assistant Professor of the Criminal Justice and Legal Studies Department. Mr. Murray has become an effective professor in his field of expertise.

Mr. Murray serves as the Faculty Advisor for the Law Enforcement Club and has served as a member of the Quality Assurance Committee. He continues to take courses on an annual basis to keep abreast of current issues in the legal education field.

Mr. Murray makes himself available to advise and counsel students.

Mr. Murray is a valuable instructor and is deserving of tenure.

COMMUNITY COLLEGE OF RHODE ISLAND

FORM A--TENURE

DEPARTMENTAL REPORT

Date: March 11, 1998

Department: Criminal Justice and Legal Studies

Name: Dr. Steven D. Murray

Rank: _____

Date employed and leaves July 1, 1993

Evaluation for Tenure

(To include among other things: teaching effectiveness, advisement, participation in College and departmental activities, relationship with colleagues, professional growth and development. To cover entire period faculty member has been employed as a full-time teacher at the College.)
(Use other sheets if necessary)

(See Attachment)

Recommendation:

 X Tenure

 No tenure

Joseph B. Haney
Signature of Chairperson

Steven D. Murray is a highly effective teacher. His experiences as a former Assistant Attorney General afford him a unique insight into the Criminal Justice system. Dr. Murray takes courses annually in continuing legal education to insure that he remains current in his field of expertise. He is always available to advise and counsel students and to assist them in achieving their career goals. He is an active participant in departmental activities and serves as the Faculty Advisor for the Law Enforcement club. He has also served as a member of the committee on Quality Assurance.

Dr. Steven D. Murray works with the other department members to improve course content. He fully understands that course curricula must change to meet the needs of our students. Dr. Murray is respected by his peers in both the department and the college. I strongly recommend him for tenure.

CCRI

Community College of Rhode Island

Office of the President

June 5, 1998

Mr. Steven D. Murray


[REDACTED]
Narragansett, RI 02882

Dear Mr. Murray:

I am pleased to advise you that the Board of Governors for Higher Education, at its May 27, 1998 meeting, voted to award you tenure, effective July 1, 1999. This approval, of course, is based on the assumption that you will have successfully completed six years of full-time service at the Community College of Rhode Island by that date.

Congratulations and best wishes.

Sincerely,


Edward J. Liston
President

Is

Knight Campus • 400 East Avenue, Warwick, Rhode Island 02886-1807 • (401) 825-2188
Fianagan Campus • 1762 Louisquisset Pike, Lincoln, Rhode Island 02865-4585 • (401) 333-7100
Providence Campus • One Hilton Street, Providence, Rhode Island 02905

CCRI

Community College of Rhode Island

Office of the President

June 5, 1998

Mr. Steven D. Murray

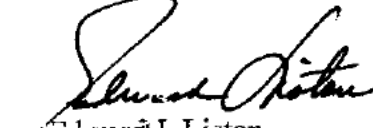
[REDACTED]
Narragansett, RI 02882

Dear Mr. Murray:

I am pleased to advise you that the Board of Governors for Higher Education, at its May 27, 1998 meeting, voted to award you tenure, effective July 1, 1999. This approval, of course, is based on the assumption that you will have successfully completed six years of full-time service at the Community College of Rhode Island by that date.

Congratulations and best wishes.

Sincerely,


Edward J. Liston
President

Is

CCRI

Community College of Rhode Island

Office of the President

August 31, 1999

Mr. Steven D. Murray

[REDACTED]
Narragansett, RI 02882

Dear Mr. Murray:

I am delighted to inform you that your request for Sabbatical Leave for the Fall 2000 Semester has been approved. That approval, of course, may be reviewed should an emergency or serious operational difficulty arise, but I hope no such situation will eventuate. I might also note that if you have any change of plans and decide at this time not to go on sabbatical, kindly call Dr. Peter Woodberry, Chairperson, Sabbatical Leave Board of Review, at your earliest convenience.

Congratulations and best wishes.

Sincerely,


Edward J. Liston
President

ls

cc: Dr. Robert Silvestre
Dean Judeth Crowley
Dean Peter Woodberry
Ms. Carol Gold
Dr. Joseph Garvey

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Flanagan Campus • 1762 Louisquisset Pike, Lincoln, Rhode Island 02865-4585 • (401) 333-7100
Providence Campus • One Hilton Street, Providence, Rhode Island 02905

RECEIVED

DATE RECEIVED BY COMMITTEE: JUN 28 1999

COMMUNITY COLLEGE OF RHODE ISLAND ACADEMIC AFFAIRS

SABBATICAL/GRADUATE STUDY LEAVE APPLICATION

Please fill out and use the form below as a cover page for your proposal. Submit your package to your department chairperson for his/her approval and be certain to submit it by July 1st to the Dean of Business and Technology, Peter Woodberry.

PART I: TO BE COMPLETED BY THE APPLICANT

NAME: Steven D. Murray

DEPARTMENT: Criminal Justice & Legal Studies

REQUESTED SEMESTERS OF LEAVE: Fall 2000 (or earlier)

THIS IS A REQUEST FOR : ☒

SABBATICAL LEAVE: _____

GRADUATE STUDY LEAVE: _____

PURPOSE FOR THIS LEAVE (IN BRIEF) To improve my knowledge of what I teach, i.e. the law, and my ability to deliver this material to my students.

SIGNATURE A. D. J. DATE SUBMITTED 6/15/99

NOTE: If a faculty member accepts employment for pay during the leave period, his or her College compensation will normally be reduced by the amount necessary to bring the total compensation for that period to a level comparable with his or her normal professional income.

PART II: TO BE COMPLETED BY CHAIRPERSON/SUPERVISOR

DOES THE DEPARTMENT NEED A REPLACEMENT TO COVER THE NORMAL COURSE LOAD OF THIS FACULTY MEMBER? Yes ☒ No _____ Estimated # of Contact Hours 15

STATEMENT FOR RECOMMENDATION: I strongly recommend approval of this request. It will enhance Mr. Murray's teaching effectiveness.

SIGNATURE OF CHAIRMAN Joseph B. Harvey

DATE RECEIVED BY CHAIRMAN June 15, 1999

SABBATICAL LEAVE PROPOSAL

I. Statement of Purpose:

As a faculty member who has completed six years of service to the College at the time of this application, I hereby apply for sabbatical leave during the Fall semester of the 2000/2001 academic year or earlier if available. As of July 1999 I will be a tenured member of the faculty with the rank of Associate Professor. The objective of my sabbatical leave is threefold: 1) To increase my knowledge and understanding of the law in theory and practice as it relates to the Criminal Justice and Business Law courses I teach; 2) To improve the breadth of my legal research skills; and 3) To produce updated materials/resources used in my courses.

II. Outline of Activities:

I plan to accomplish my objectives in a variety of ways that complement each other. Through my law school and with the assistance of CCRI, I was admitted to the bar of the US Supreme Court in 1997. Obviously, this is the court that influences the law and society in a way that no other court can. Because of time and distance limitations, it is rare that an attorney in our society has the regular opportunity to observe this Court first hand. As a member of the bar, I am entitled to a number of unique privileges. These include access to the extensive law library and the ability to reserve space for attendance at oral arguments of the Court. During my sabbatical I will take advantage of these opportunities. I have attached a copy of a letter from the Court.

One of my strengths as a teacher is the extensive practical experience I have developed as a practicing attorney and especially as an Assistant Attorney General. Anyone familiar with the law knows that it is constantly changing both substantively and in its procedure. Since I have been at the College I have strived through continuing education and other means to stay current with the law. During my sabbatical I intend to intensely update my knowledge of the substance and procedure of the law by regularly attending the trial and appellate courts at both the State and Federal levels. My numerous contacts in the Department of Attorney General have agreed to assist me in this process. Attached is a letter from the Chief of the Criminal Division at the Department of Attorney General expressing his willingness to have me as an intern.

The variety of law courses that I regularly teach (Administration of Justice, Criminal Law, Evidence, Law & Society, Criminal Law & the Constitution, Law of Contracts, and Constitutional Law) makes it sometimes difficult to always keep each of them constantly updated with the most current materials. During my sabbatical I intend to go through each course on an individual basis and work to update my materials/handouts/videos. This will take an extensive amount of time, however I will be able to incorporate my experience while on sabbatical at the US Supreme Court and at the other courts previously mentioned into this effort.

Likewise, the final component of my sabbatical is an experience that I have hoped for throughout my legal and teaching careers. So much of our legal system is rooted in the English legal system, yet other than a few references to this in law school, few practitioners have any real knowledge of that legal system. During my sabbatical, I intend to travel to England for the sole purpose of observing their legal system. I have previously been to England a number of times on vacations, however this would be a working trip.

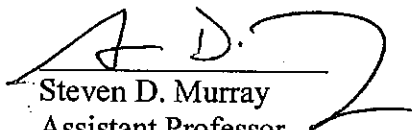
III Supporting Materials:

See attached documents.

IV Benefits of Proposal:

I anticipate that my sabbatical leave will greatly benefit both the College and myself. As discussed in my Outline of Activities, I will be taking a number of very detailed practical steps to enhance my knowledge of the law and my ability to deliver this information to my students. With this knowledge I will be a better teacher.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "A.D. Murray", with a large, stylized flourish extending from the end of the signature.

Steven D. Murray
Assistant Professor
Criminal Justice & Legal Studies Department
June 15, 1999



State of Rhode Island and Providence Plantations

DEPARTMENT OF ATTORNEY GENERAL

150 South Main Street, Providence, RI. 02903

(401) 274-4400

TDD (401) 453-0410

Sheldon Whitehouse, Attorney General

June 21, 1999

Mr. Stephen D. Murray
Associate Professor
Community College of Rhode Island
400 East Avenue
Warwick, RI 02886

Re: Internship- Department of Attorney General

Dear Mr. Murray:

This letter should serve to memorialize our conversation of last week wherein you made inquiry into available internship opportunities. You are desirous of an internship placement within the Criminal Division for the Department of Attorney General for the fall semester 2000. You are willing to assist our trial attorneys with research and other litigation support-related functions. This internship will benefit you in your teaching capacity in that you will be required to become familiar with changes in the law that have occurred since you were with the office.

I am excited by the prospect of your spending some of your sabbatical time with us here in the Criminal Division. I look forward to having the benefit of your experience and education at our disposal.

As the date of this placement draws near, please contact me and I will arrange for you to meet with Lisa Wells from our Personnel Office to complete the appropriate paperwork.

Sincerely yours,

William J. Ferland
Assistant Attorney General
Division Chief
Criminal Division

WJF:jk

**SUPREME COURT OF THE UNITED STATES
OFFICE OF THE CLERK
WASHINGTON, D. C. 20543**

To Steven D. Murray:

Congratulations on your recent admission to the Bar of this Court. I am pleased to provide the following information regarding your membership privileges.

Your admission is effective March 31, 1997 and a certificate of admission will be mailed to you in approximately six weeks.

The following provides information regarding your membership privileges:

- As a member of the Bar you are eligible to sit in a reserved section of the Courtroom. To attend an oral argument, members must register at the bar registration desk located near the John Marshall Statue in the Lower Great Hall, ground level. The hours of the registration desk are from 9:00 a.m. until noon and 12:30 p.m. until Court adjourns. Seating is on a first come, first served basis.

- Your membership entitles you to use of the public areas of the extensive law library located on the third floor. The telephone number for the library is 202-479-3173.

- Tours of the building are arranged by the Curator's Office. As a member of the Bar you may request a special tour for your family or friends by calling the Curator's Office at 202-479-3298. Tours are not conducted when oral arguments are being heard in the Courtroom. Tour arrangements must be made in advance.

- The cafeteria and snack bar located on the ground level are open from 7:30 a.m. until 3:30 p.m.

- The Supreme Court Historical Society gift shop, located on the ground level, is open from 9:00 a.m. until 4:15 p.m. The telephone number is 202-479-3450.

The Clerk's Office information number is 202-479-3011 and the Bar Admissions Office telephone number is 202-479-3387. The Supreme Court Bulletin Board System number is 202-554-2570.

If my office can assist in any way, we will be glad to do so.

I extend to you a warm welcome as a member of the Bar and an officer of the Court.

William K. Suter

William K. Suter
Clerk

COMMUNITY COLLEGE OF RHODE ISLAND

FORM A

DEPARTMENTAL REPORT

Date: March 31, 1995

Name: Steven Murray

Department: Criminal Justice and Legal Studies

Rank: Assistant Professor

Month and year hired: July 1, 1993

Evaluation

(To include among other things teaching effectiveness, advisement, participation in college and departmental activities, relationships with colleagues.) (Use other sheets if necessary)

Student evaluations were conducted during the Fall 1994 semester in all courses assigned to Steven Murray both during the day and extended day. All evaluations were exceptional. Two members of the law faculty monitored many of Mr. Murray's classes and determined that he was doing an outstanding job.

Dr. Murray has both experience and a solid academic foundation in the Law. He makes all of his classes interesting by demonstrating how the rule of law is applied to practical situations.

I strongly recommend that Mr. Murray's contract be continued.

Recommendation:

☒ New contract
☐ New contract, but counsel
☐ Terminate contract

Joseph R. Harvey
Signature of Chairperson

COMMUNITY COLLEGE OF RHODE ISLAND

FORM A

DEPARTMENTAL REPORT

Date: March 11, 1996

Name: Steven Murray

Department: Criminal Justice and Legal Studies

Rank: Assistant Professor

Month and year hired: July 1993

Evaluation

(To include among other things teaching effectiveness, advisement, participation in college and departmental activities, relationships with colleagues.) (Use other sheets if necessary)

Dr. Murray is a hard working educator who is always well prepared for class. He serves as Faculty Advisor of the Law Enforcement Club. He also serves on departmental committees reviewing the possibility of a Tech Prep program for high school students in Law and a committee reviewing the curriculum in the Paralegal Studies Degree program.

Dr. Murray is always available to students and writes many letters of recommendation for his students who apply for Law Enforcement careers.

I strongly recommend that he be granted a new contract.

Recommendation:

☒ New contract
☐ New contract, but counsel
☐ Terminate contract

Dr. Joseph R. Hammy
Signature of Chairperson

FORM B

DEAN'S RECOMMENDATION

Date: May 14, 1996

Name: Steven Murray

Department: Criminal Justice & Legal Studies

Rank: Assistant Professor

Month and year hired: July 1993

 I concur in the Chairperson's recommendation.

 I do not concur in the Chairperson's
recommendation for the following reasons:
(Use another sheet if necessary)


Dean's Signature

2014 Evaluation of Department Chair by Faculty

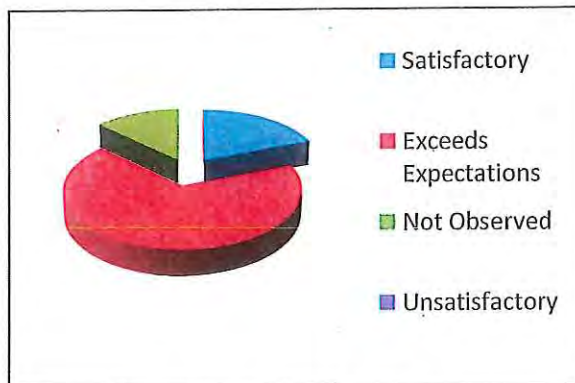
S. Murray, Criminal Justice & Legal Studies Department

5 Respondents

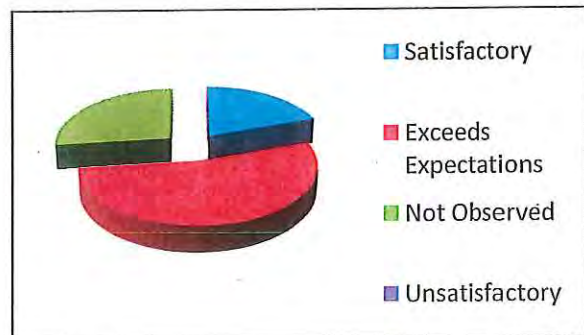
Leadership



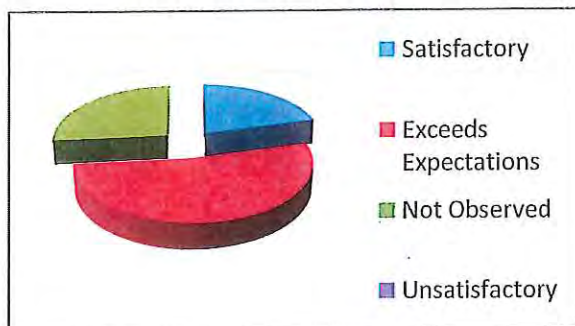
Management



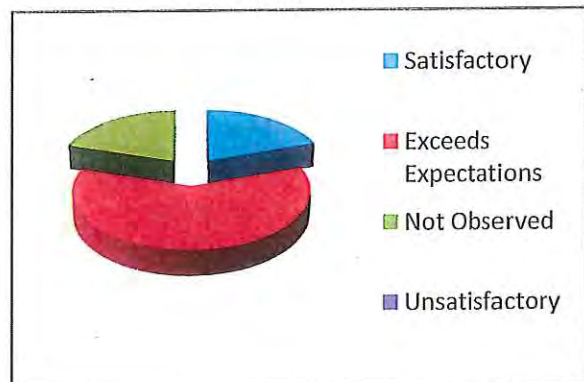
Communication



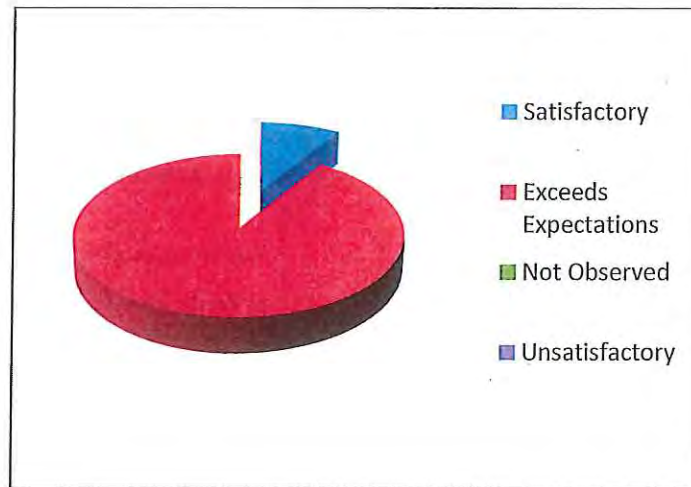
Problem Solving



Planning



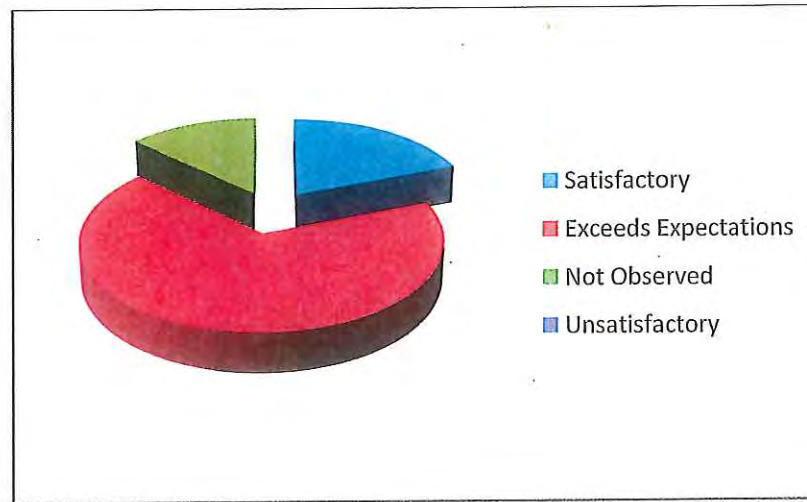
Leadership



Comments:

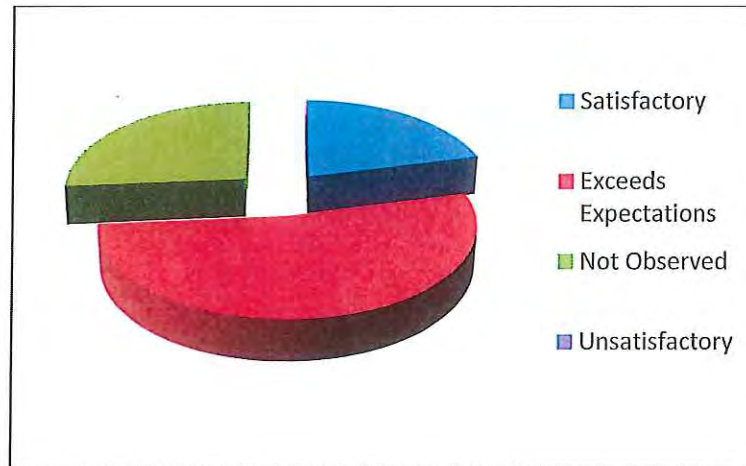
- ✓ Some items were not observed and I am not part of a collective bargaining unit as an adjunct.

Management



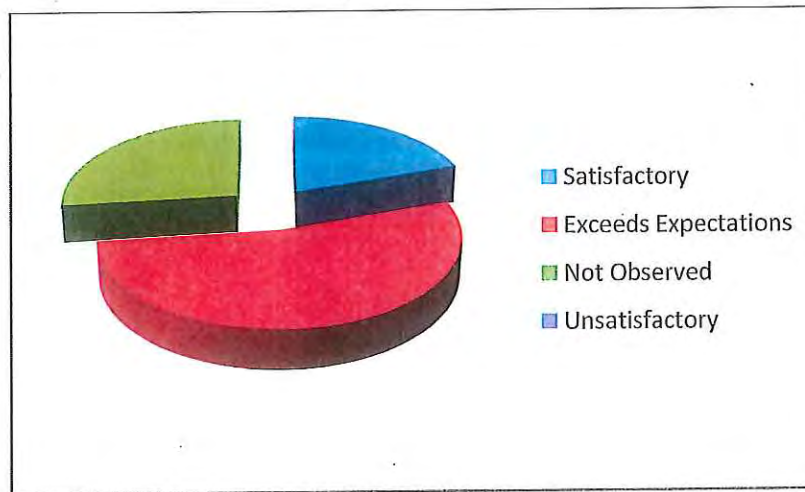
Comments:

Problem Solving



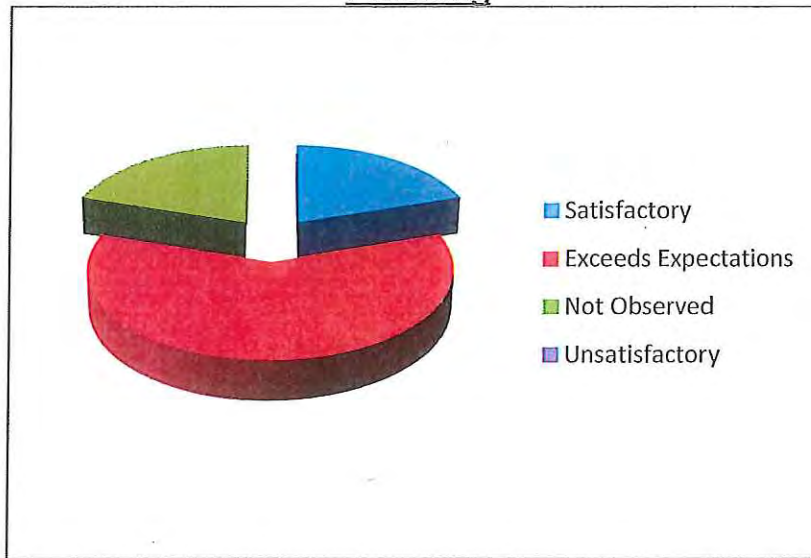
Comments:

Communication



Comments:

Planning



Comments:

General Comments:

Evaluation of Department Chairperson by Dean

Promotes Collaboration:

0 Exceeds
7 Satisfactory
0 Not Observed
0 Unsatisfactory

Exhibits Leadership:

10 Exceeds
0 Satisfactory
0 Not Observed
0 Unsatisfactory

Encourages Excellence and Innovation:

0 Exceeds
3 Satisfactory
2 Not Observed
0 Unsatisfactory

Communicates Effectively

1 Exceeds
4 Satisfactory
1 Not Observed
1 Unsatisfactory

Manages Affairs of Division

0 Exceeds
8 Satisfactory
0 Not Observed
0 Unsatisfactory

Promotes Collaboration Comments:

Leadership Comments:

Encourages Excellence and Innovation Comments:

Communicates Effectively Comments:

Manages Affairs of Division Comments:

Strengths : knowledge of field, fairness to faculty in the department, responsiveness to issues

Weaknesses negative view of administrative role overall

General Comments:

- Handled a very difficult loss of a senior faculty member and the attendant student and faculty disruption in the fall semester.

Evaluation of Department Chair by Faculty

#16



COMPLETE

Collector: Email Invitation 1 (Email)

Started: Tuesday, March 28, 2017 1:47:42 PM

Last Modified: Tuesday, March 28, 2017 1:51:08 PM

Time Spent: 00:03:25

Custom Data: No

PAGE 1

Q1: Your Department:

legal studies

Q2: Name of Chair:

Murray, Steven

Q3: Date:

Please enter today's date: 03/28/2017

PAGE 2

Q4: Category: Leadership

Is accessible to faculty	Satisfactory
Leads department in collaborative efforts	Satisfactory
Leads in implementing goals of the department	Satisfactory
Encourages innovative teaching methods	Exceeds Expectations
Facilitates curriculum development	Exceeds Expectations
Advocates for faculty and staff	Exceeds Expectations
Encourages faculty and staff's professional development	Satisfactory
Works to improve professional relationships and morale within the department	Satisfactory
Provides effective orientation to new faculty	Satisfactory
Establishes and follows policies and practices consistent with collective bargaining agreement	Exceeds Expectations
Effectively mediates student/faculty and faculty/faculty complaints	Satisfactory

PAGE 3

Evaluation of Department Chair by Faculty

Q5: Category: Management

Recruits faculty and staff effectively	Unsatisfactory
Manages budget efficiently	Exceeds Expectations
Manages faculty workload equitably	Exceeds Expectations
Implements college policies and procedures fairly	Exceeds Expectations
Recognizes faculty and staff for their contributions	Exceeds Expectations
Deals with faculty fairly and equitably	Satisfactory

PAGE 4

Q6: Category: Problem Solving

Resolves conflicts fairly	Satisfactory
Copes with unanticipated events	Satisfactory
Gathers pertinent facts before responding to a problem	Unsatisfactory
Enlists the help/expertise of others when needed	Satisfactory

PAGE 5

Q7: Category: Planning

Provides leadership in establishing departmental goals	Exceeds Expectations
Encourages faculty/staff innovation	Exceeds Expectations

PAGE 6

Q8: Category: Communication

Shares information with faculty	Exceeds Expectations
Articulates department's vision and mission	Exceeds Expectations
Relates effectively to students	Satisfactory

PAGE 7

Q9: Please add any additional comments you wish below.

Respondent skipped this question

Evaluation of Department Chair by Faculty

#27



COMPLETE

Collector: Email Invitation 1 (Email)

Started: Friday, March 31, 2017 10:27:28 AM

Last Modified: Friday, March 31, 2017 10:29:29 AM

Time Spent: 00:02:01

Custom Data: No

PAGE 1

Q1: Your Department:

Criminal Justice and Legal Studies

Q2: Name of Chair:

Murray, Steven

Q3: Date:

Please enter today's date: 03/31/2017

PAGE 2

Q4: Category: Leadership

Is accessible to faculty	Exceeds Expectations
Leads department in collaborative efforts	Exceeds Expectations
Leads in implementing goals of the department	Exceeds Expectations
Encourages innovative teaching methods	Exceeds Expectations
Facilitates curriculum development	Exceeds Expectations
Advocates for faculty and staff	Exceeds Expectations
Encourages faculty and staff's professional development	Exceeds Expectations
Works to improve professional relationships and morale within the department	Exceeds Expectations
Provides effective orientation to new faculty	Exceeds Expectations
Establishes and follows policies and practices consistent with collective bargaining agreement	Exceeds Expectations
Effectively mediates student/faculty and faculty/faculty complaints	Exceeds Expectations

PAGE 3

Evaluation of Department Chair by Faculty

Q5: Category: Management

Recruits faculty and staff effectively	Exceeds Expectations
Manages budget efficiently	Exceeds Expectations
Manages faculty workload equitably	Exceeds Expectations
Implements college policies and procedures fairly	Exceeds Expectations
Recognizes faculty and staff for their contributions	Exceeds Expectations
Deals with faculty fairly and equitably	Exceeds Expectations

PAGE 4

Q6: Category: Problem Solving

Resolves conflicts fairly	Exceeds Expectations
Copes with unanticipated events	Exceeds Expectations
Gathers pertinent facts before responding to a problem	Exceeds Expectations
Enlists the help/expertise of others when needed	Exceeds Expectations

PAGE 5

Q7: Category: Planning

Provides leadership in establishing departmental goals	Exceeds Expectations
Encourages faculty/staff innovation	Exceeds Expectations

PAGE 6

Q8: Category: Communication

Shares information with faculty	Exceeds Expectations
Articulates department's vision and mission	Exceeds Expectations
Relates effectively to students	Exceeds Expectations

PAGE 7

Q9: Please add any additional comments you wish below.

Respondent skipped this question

Evaluation of Department Chair by Faculty

#31



COMPLETE

Collector: Email Invitation 1 (Email)

Started: Friday, March 31, 2017 10:17:46 AM

Last Modified: Friday, March 31, 2017 10:44:11 AM

Time Spent: 00:26:25

Custom Data: No

PAGE 1

Q1: Your Department:

Legal Studies

Q2: Name of Chair:

Murray, Steven

Q3: Date:

Please enter today's date: 3/31/2017

PAGE 2

Q4: Category: Leadership

Is accessible to faculty	Exceeds Expectations
Leads department in collaborative efforts	Exceeds Expectations
Leads in implementing goals of the department	Exceeds Expectations
Encourages innovative teaching methods	Exceeds Expectations
Facilitates curriculum development	Exceeds Expectations
Advocates for faculty and staff	Exceeds Expectations
Encourages faculty and staff's professional development	Exceeds Expectations
Works to improve professional relationships and morale within the department	Exceeds Expectations
Provides effective orientation to new faculty	Exceeds Expectations
Establishes and follows policies and practices consistent with collective bargaining agreement	Exceeds Expectations
Effectively mediates student/faculty and faculty/faculty complaints	Exceeds Expectations

Comments

Chairman Murray is professional, supportive, and always available to provide assistance and guidance.

PAGE 3

Evaluation of Department Chair by Faculty

Q5: Category: Management

Recruits faculty and staff effectively	Exceeds Expectations
Manages budget efficiently	Exceeds Expectations
Manages faculty workload equitably	Exceeds Expectations
Implements college policies and procedures fairly	Exceeds Expectations
Recognizes faculty and staff for their contributions	Exceeds Expectations
Deals with faculty fairly and equitably	Exceeds Expectations

PAGE 4

Q6: Category: Problem Solving

Resolves conflicts fairly	Exceeds Expectations
Copes with unanticipated events	Exceeds Expectations
Gathers pertinent facts before responding to a problem	Exceeds Expectations
Enlists the help/expertise of others when needed	Exceeds Expectations

PAGE 5

Q7: Category: Planning

Provides leadership in establishing departmental goals	Exceeds Expectations
Encourages faculty/staff innovation	Exceeds Expectations

PAGE 6

Q8: Category: Communication

Shares information with faculty	Exceeds Expectations
Articulates department's vision and mission	Exceeds Expectations
Relates effectively to students	Exceeds Expectations

PAGE 7

Q9: Please add any additional comments you wish below.

Respondent skipped this question

Evaluation of Department Chair by Faculty

#43



COMPLETE

Collector: Email Invitation 1 (Email)
Started: Friday, March 31, 2017 12:42:43 PM
Last Modified: Friday, March 31, 2017 12:46:05 PM
Time Spent: 00:03:22
Custom Data: No

PAGE 1

Q1: Your Department:

Criminal Justice/Laws

Q2: Name of Chair:

Murray, Steven

Q3: Date:

Please enter today's date: 03/31/2017

PAGE 2

Q4: Category: Leadership

Is accessible to faculty	Exceeds Expectations
Leads department in collaborative efforts	Exceeds Expectations
Leads in implementing goals of the department	Exceeds Expectations
Encourages innovative teaching methods	Exceeds Expectations
Facilitates curriculum development	Exceeds Expectations
Advocates for faculty and staff	Exceeds Expectations
Encourages faculty and staff's professional development	Exceeds Expectations
Works to improve professional relationships and morale within the department	Exceeds Expectations
Provides effective orientation to new faculty	Exceeds Expectations
Establishes and follows policies and practices consistent with collective bargaining agreement	Exceeds Expectations
Effectively mediates student/faculty and faculty/faculty complaints	Exceeds Expectations

Comments

I have full faith and confidence in our Chairperson Steve Murray. I know I clicked exceeds expectations in all responses but its the truth.

PAGE 3

Evaluation of Department Chair by Faculty

Q5: Category: Management

Recruits faculty and staff effectively	Exceeds Expectations
Manages budget efficiently	Exceeds Expectations
Manages faculty workload equitably	Exceeds Expectations
Implements college policies and procedures fairly	Exceeds Expectations
Recognizes faculty and staff for their contributions	Exceeds Expectations
Deals with faculty fairly and equitably	Exceeds Expectations

PAGE 4

Q6: Category: Problem Solving

Resolves conflicts fairly	Exceeds Expectations
Copes with unanticipated events	Exceeds Expectations
Gathers pertinent facts before responding to a problem	Exceeds Expectations
Enlists the help/expertise of others when needed	Exceeds Expectations

Comments

Again, full faith and very satisfied with his decisions and cooperation

PAGE 5

Q7: Category: Planning

Provides leadership in establishing departmental goals	Exceeds Expectations
Encourages faculty/staff innovation	Exceeds Expectations

PAGE 6

Q8: Category: Communication

Shares information with faculty	Exceeds Expectations
Articulates department's vision and mission	Exceeds Expectations
Relates effectively to students	Exceeds Expectations

Comments

Steve has a very good reputation with the students.

PAGE 7

Evaluation of Department Chair by Faculty

Q9: Please add any additional comments you wish below.

Respondent skipped this question

Evaluation of Department Chair by Faculty

#60



COMPLETE

Collector: Email Invitation 1 (Email)
Started: Friday, March 31, 2017 2:34:52 PM
Last Modified: Friday, March 31, 2017 2:38:24 PM
Time Spent: 00:03:31
Custom Data: No

PAGE 1

Q1: Your Department:

Legal studies

Q2: Name of Chair:

Murray, Steven

Q3: Date:

Please enter today's date: 03/31/2017

PAGE 2

Q4: Category: Leadership

Is accessible to faculty	Exceeds Expectations
Leads department in collaborative efforts	Exceeds Expectations
Leads in implementing goals of the department	Exceeds Expectations
Encourages innovative teaching methods	Exceeds Expectations
Facilitates curriculum development	Exceeds Expectations
Advocates for faculty and staff	Exceeds Expectations
Encourages faculty and staff's professional development	Exceeds Expectations
Works to improve professional relationships and morale within the department	Exceeds Expectations
Provides effective orientation to new faculty	Exceeds Expectations
Establishes and follows policies and practices consistent with collective bargaining agreement	Exceeds Expectations
Effectively mediates student/faculty and faculty/faculty complaints	Exceeds Expectations

PAGE 3

Evaluation of Department Chair by Faculty

Q5: Category: Management

Recruits faculty and staff effectively	Exceeds Expectations
Manages budget efficiently	Exceeds Expectations
Manages faculty workload equitably	Exceeds Expectations
Implements college policies and procedures fairly	Exceeds Expectations
Recognizes faculty and staff for their contributions	Exceeds Expectations
Deals with faculty fairly and equitably	Exceeds Expectations

PAGE 4

Q6: Category: Problem Solving

Resolves conflicts fairly	Exceeds Expectations
Copes with unanticipated events	Exceeds Expectations
Gathers pertinent facts before responding to a problem	Exceeds Expectations
Enlists the help/expertise of others when needed	Exceeds Expectations

PAGE 5

Q7: Category: Planning

Provides leadership in establishing departmental goals	Exceeds Expectations
Encourages faculty/staff innovation	Exceeds Expectations

PAGE 6

Q8: Category: Communication

Shares information with faculty	Exceeds Expectations
Articulates department's vision and mission	Exceeds Expectations
Relates effectively to students	Exceeds Expectations

PAGE 7

Q9: Please add any additional comments you wish below.

Top notch chair. A true professional



**COMMUNITY COLLEGE
OF RHODE ISLAND**

Division of Academic Affairs

Arts, Humanities, and Social Sciences

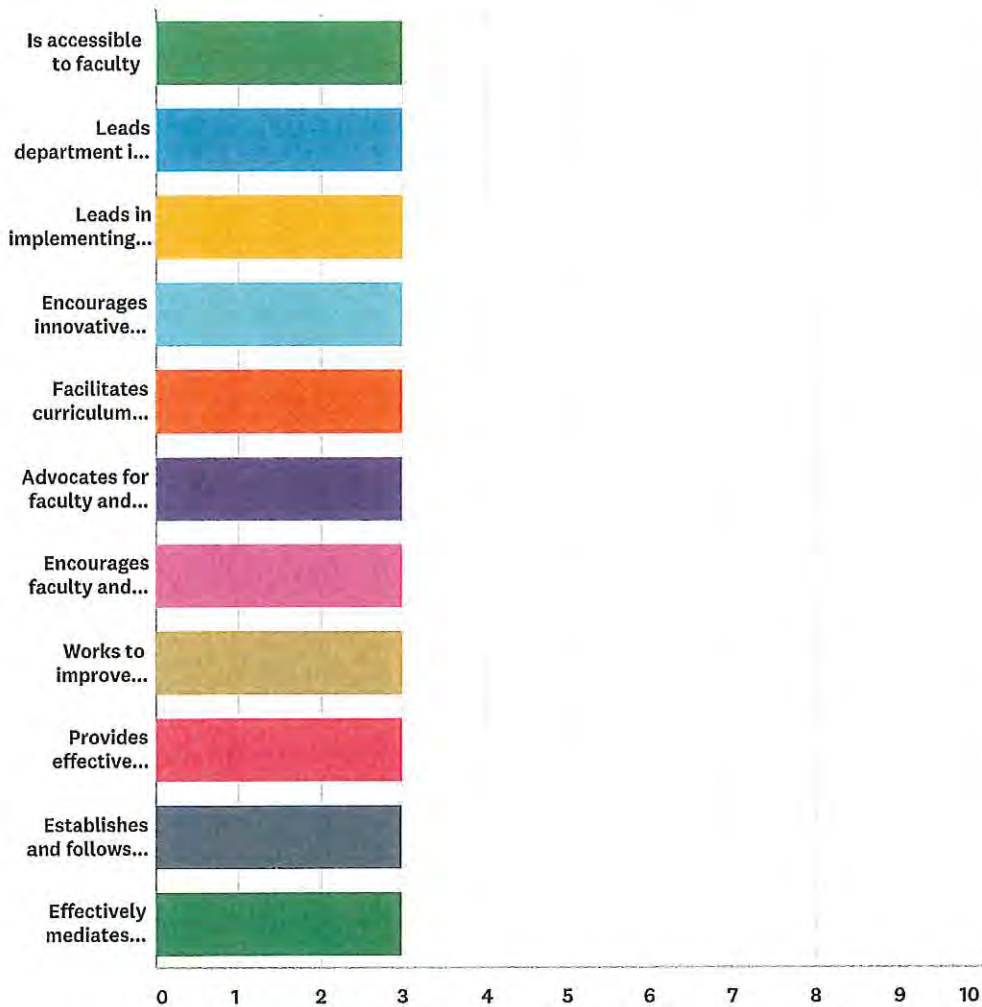
**Evaluation of Department Chair by Faculty
2018**

**Criminal Justice and Legal Studies
Steve Murray**

Community College of Rhode Island, 400 East Ave., Warwick RI 02893, ccri.edu

Q4 Category: Leadership

Answered: 3 Skipped: 0



	EXCEEDS EXPECTATIONS	SATISFACTORY	UNSATISFACTORY	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Is accessible to faculty	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Leads department in collaborative efforts	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Leads in implementing goals of the department	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Encourages innovative teaching methods	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Facilitates curriculum development	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Advocates for faculty and staff	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00

Evaluation of Department Chair by Faculty

SurveyMonkey

Encourages faculty and staff's professional development	100.00%	0.00%	0.00%	0.00%	3	3.00
	3	0	0	0		
Works to improve professional relationships and morale within the department	100.00%	0.00%	0.00%	0.00%	3	3.00
	3	0	0	0		
Provides effective orientation to new faculty	100.00%	0.00%	0.00%	0.00%	3	3.00
	3	0	0	0		
Establishes and follows policies and practices consistent with collective bargaining agreement	100.00%	0.00%	0.00%	0.00%	3	3.00
	3	0	0	0		
Effectively mediates student/faculty and faculty/faculty complaints	100.00%	0.00%	0.00%	0.00%	3	3.00
	3	0	0	0		

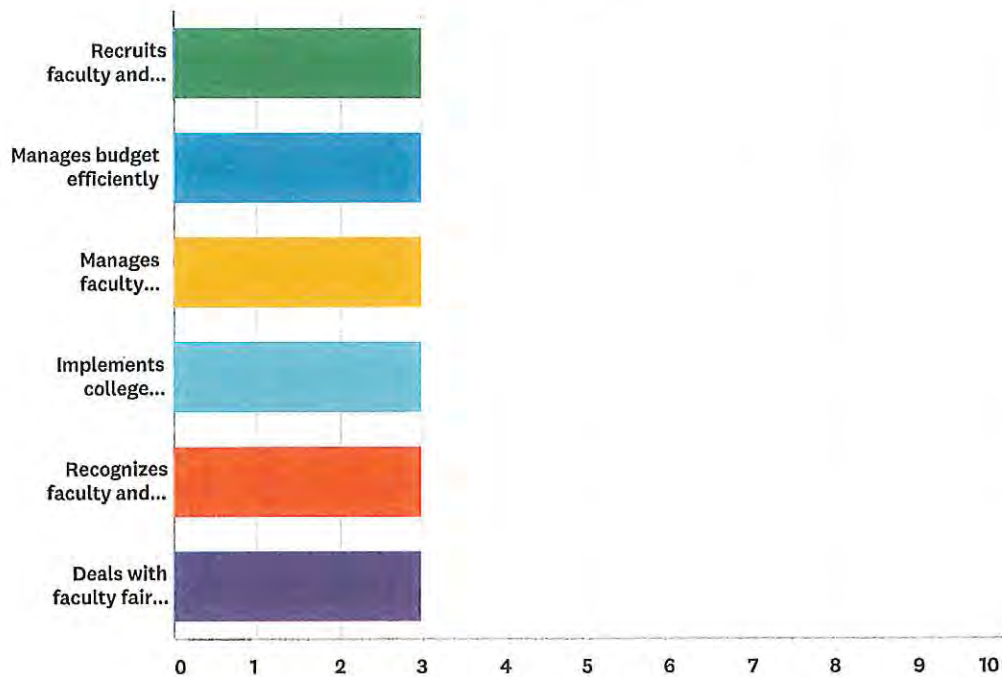
#	COMMENTS	DATE
1	Strong leader who supports both professors and students.	3/21/2018 10:11 AM
2	Top notch chair, Very open to meeting dept members	3/3/2018 3:27 PM

Evaluation of Department Chair by Faculty

SurveyMonkey

Q5 Category: Management

Answered: 3 Skipped: 0

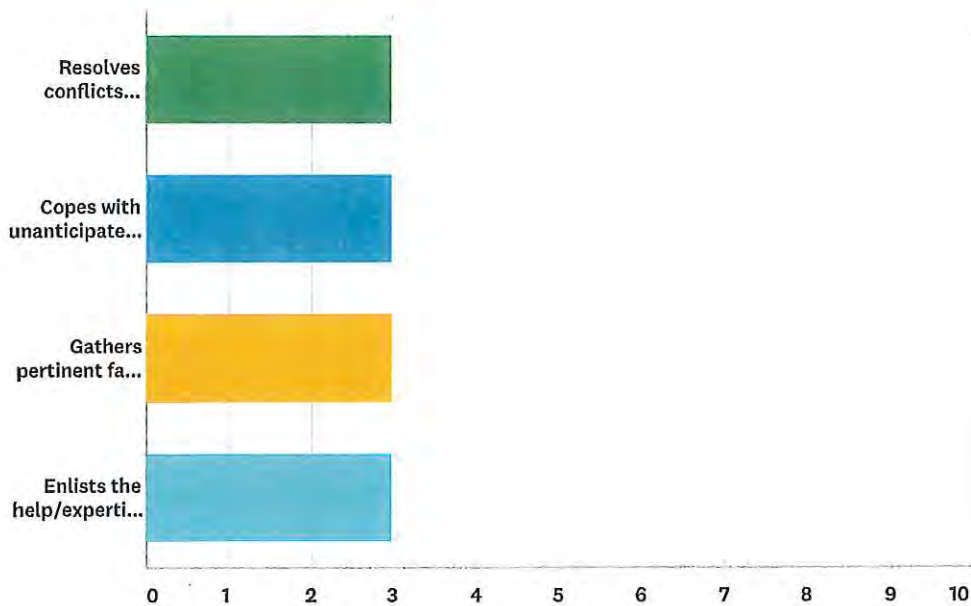


	EXCEEDS EXPECTATIONS	SATISFACTORY	UNSATISFACTORY	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Recruits faculty and staff effectively	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Manages budget efficiently	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Manages faculty workload equitably	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Implements college policies and procedures fairly	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Recognizes faculty and staff for their contributions	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Deals with faculty fairly and equitably	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00

#	COMMENTS	DATE
1	Extremely fair across the board	3/21/2018 10:12 AM
2	Encourages faculty input	3/3/2018 3:28 PM

Q6 Category: Problem Solving

Answered: 3 Skipped: 0



	EXCEEDS EXPECTATIONS	SATISFACTORY	UNSATISFACTORY	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Resolves conflicts fairly	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Copes with unanticipated events	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Gathers pertinent facts before responding to a problem	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Enlists the help/expertise of others when needed	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00

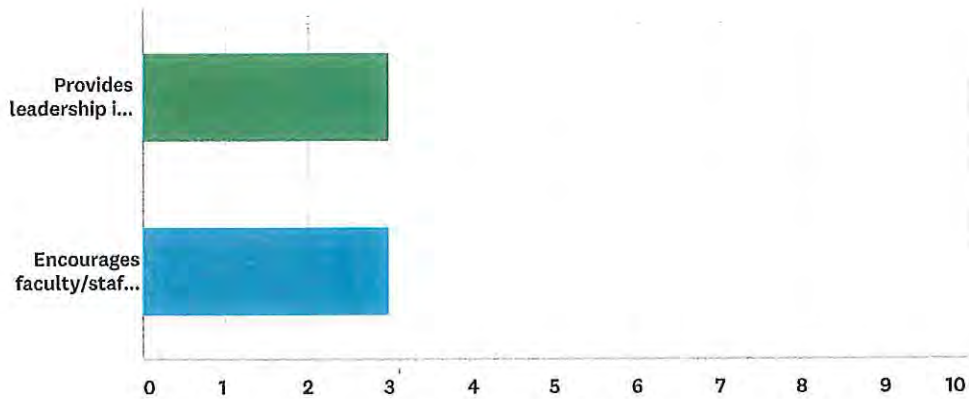
#	COMMENTS	DATE
1	There are few problems within our group if ever	3/21/2018 10:12 AM
2	Includes all dept members in any discussion	3/3/2018 3:30 PM

Evaluation of Department Chair by Faculty

SurveyMonkey

Q7 Category: Planning

Answered: 3 Skipped: 0



	EXCEEDS EXPECTATIONS	SATISFACTORY	UNSATISFACTORY	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Provides leadership in establishing departmental goals	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Encourages faculty/staff innovation	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00

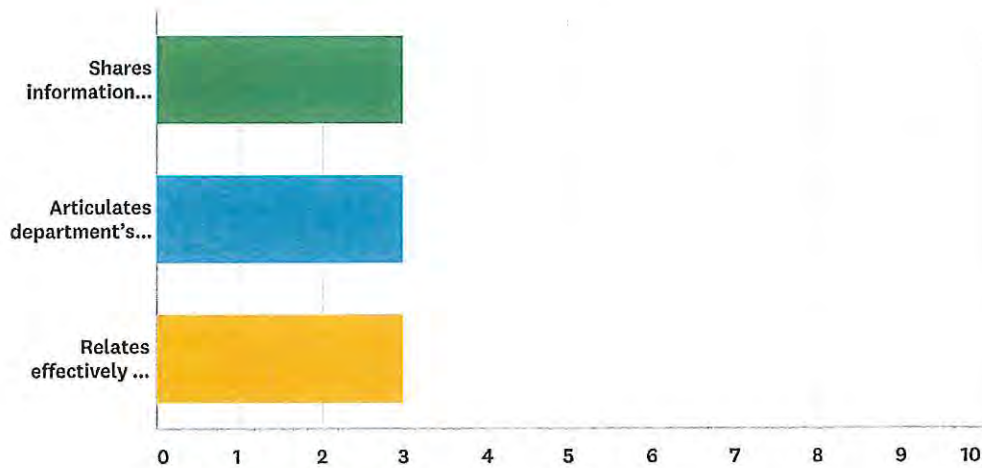
#	COMMENTS	DATE
1	Encourages development and pre plans accordingly	3/21/2018 10:13 AM
2	Excellent leadership skills	3/3/2018 3:31 PM

Evaluation of Department Chair by Faculty

SurveyMonkey

Q8 Category: Communication

Answered: 3 Skipped: 0



	EXCEEDS EXPECTATIONS	SATISFACTORY	UNSATISFACTORY	NOT OBSERVED	TOTAL	WEIGHTED AVERAGE
Shares information with faculty	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Articulates department's vision and mission	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00
Relates effectively to students	100.00% 3	0.00% 0	0.00% 0	0.00% 0	3	3.00

#	COMMENTS	DATE
1	Excellent communication skills with faculty and students	3/3/2018 3:32 PM

Evaluation of Department Chair by Faculty

SurveyMonkey

Q9 Please add any additional comments you wish below.

Answered: 2 Skipped: 1

#	RESPONSES	DATE
1	Very satisfied with our chairperson, exceeds all expectations	3/21/2018 10:14 AM
2	Overall a great chairman.	3/3/2018 3:32 PM

Steven Murray

Criminal Justice and Legal Studies
March 2019

Leadership- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Is accessible to faculty	100.00%	0.00%	0.00%	0.00%	5
2	Leads department in collaborative efforts	100.00%	0.00%	0.00%	0.00%	5
3	Leads in implementing goals of the department	100.00%	0.00%	0.00%	0.00%	5
4	Encourages innovative teaching methods	100.00%	0.00%	0.00%	0.00%	5
5	Facilitates curriculum development	100.00%	0.00%	0.00%	0.00%	5
6	Advocates for faculty and staff	100.00%	0.00%	0.00%	0.00%	5
7	Encourages faculty and staff's professional development	100.00%	0.00%	0.00%	0.00%	5
8	Works to improve professional relationships and morale within the department	100.00%	0.00%	0.00%	0.00%	5
9	Provides effective orientation to new faculty	100.00%	0.00%	0.00%	0.00%	5
10	Establishes and follows policies and practices consistent with collective bargaining agreement	100.00%	0.00%	0.00%	0.00%	5
11	Effectively mediates student/faculty and faculty/faculty complaints	80.00%	0.00%	0.00%	20.00%	5

Any additional comments about leadership:

Steve has led our Department since I arrived full time in 2012. Steve has been a tremendous help to me personally and professionally since. Whenever I had a question or issue he has guided me and when he did not know an answer per se, he would direct me to the appropriate source of information. Steve also inspired, motivated and guided our department, both individually and collectively with distinction. Personally, since I have joined the staff, my Mother, Father, brother's wife, and father -in-law whom I was close to, passed away. During these troubling times, Steve was essentially phenomenal, being a boss, colleague, mentor and friend. I am grateful to him for his dedication and help during the good times and the not so good times as the aforementioned describes.

Steve is exceptional as the leader of our department. We are lucky to have such a dedicated chairman.

Great chair

Exceptional leader

Excellent Department Chair -- a true leader.

Management- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Recruits faculty and staff effectively	100.00%	0.00%	0.00%	0.00%	5
2	Manages budget efficiently	100.00%	0.00%	0.00%	0.00%	5
3	Manages faculty workload equitably	100.00%	0.00%	0.00%	0.00%	5
4	Implements college policies and procedures fairly	100.00%	0.00%	0.00%	0.00%	5
5	Recognizes faculty and staff for their contributions	100.00%	0.00%	0.00%	0.00%	5
6	Deals with faculty fairly and equitably	100.00%	0.00%	0.00%	0.00%	5

Any additional comments about management:

Steve manages our department where all that pertains to our department is done professionally, punctually and efficiently. We all feel as though we are valued and are stakeholders in the decisions that are made which affect our department. Every process undertaken is done fairly and equitably.

Steve has a management style that encourages all members of our department to excel at the highest levels.

Very fair to all members of the department

Exceptional

Manages the department very effectively.

Problem Solving- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Resolves conflicts fairly	100.00%	0.00%	0.00%	0.00%	5
2	Copes with unanticipated events	100.00%	0.00%	0.00%	0.00%	5
3	Gathers pertinent facts before responding to a problem	100.00%	0.00%	0.00%	0.00%	5
4	Enlists the help/expertise of others when needed	80.00%	0.00%	0.00%	20.00%	5

Any additional comments about problem solving:

Under Steve's leadership I cannot remember an issue that was internal and caused any conflict or strife within our department. There is a tremendous sense of pride and esprit de corps within our department and a positive culture and atmosphere exists where we all feel the freedom to express our ideas and concerns without any fear at all of condemnation, indignation or any negative reinforcement at all. A strong sense of duty towards our program, school and each other has been established where a true feeling of camaraderie exists.

Whenever I have presented Steve with a problem he addresses the problem immediately and strives to resolve the issue quickly and professionally.

He is fair to all.

Planning- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Provides leadership in establishing departmental goals	100.00%	0.00%	0.00%	0.00%	5
2	Encourages faculty/staff innovation	100.00%	0.00%	0.00%	0.00%	5

Any additional comments about planning:

Under Steve's guidance we have planned effectively for events such as Law Day, and now introducing new online classes and potentially a new class that could be taught online or in a normal classroom setting. Steve both asks and appreciates any input or feedback we may give thus we feel free to be honest when doing so.

He's ahead of the curve.

Communication- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Shares information with faculty	100.00%	0.00%	0.00%	0.00%	5
2	Articulates department's vision and mission	100.00%	0.00%	0.00%	0.00%	5
3	Relates effectively to students	100.00%	0.00%	0.00%	0.00%	5

Any additional comments about communication:

<p>I know for a fact Steve's students both appreciate him as a teacher but also as a mentor and person. He is highly respected among his students and peers. We as a group are informed of all that pertains to the department and college. We are kept up to date so to speak.</p> <p>Steve has an open door policy that makes him a valuable asset to the College.</p> <p>Highly effective communicator.</p>
--

Please add any additional comments you wish below:

<p>Overall great chair</p> <p>Great leadership skills. A leader with a growth mindset.</p> <p>Steve has lead the department very well throughout his tenure. No complaints.</p>

Evaluation of Chair Murray by Dean Brophy-Baermann

Steven Murray

Criminal Justice & Legal Studies

March 2020

Category: Promotes Collaboration

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is receptive to constructive suggestions	0	1	0	0
2	Is accessible to college administration	0	1	0	0
3	Is trusted by college administration	0	1	0	0
4	Works to improve working relationships and/or morale within the department	0	0	0	1
5	Negotiates and assigns responsibilities equitably	0	1	0	0
6	Enlists the help/expertise of others when needed	0	1	0	0
7	Is accessible to faculty and staff	0	1	0	0
	Total	0	6	0	1

Add any additional comments about collaboration:

Steve has demonstrated a willingness to meet with me on a regular basis, and has sought my input when he has faced challenges. I know he often works with other department chairs.

Evaluation of Chair Murray by Dean Brophy-Baermann

Category: Exhibits Leadership

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Represents the department effectively within the college	1	0	0	0
2	Represents the department effectively outside of the college	0	0	0	1
3	Expedites administrative responsibilities in a timely manner	0	1	0	0
4	Effectively manages student recruitment	1	0	0	0
5	Effectively manages student retention	0	1	0	0
6	Deals with faculty fairly and equitably	0	1	0	0
7	Insures departmental and faculty compliance with faculty contract	0	1	0	0
8	Effectively supervises and reviews department and uses Banner efficiently	0	0	0	1
9	Is able to cope with unanticipated events	0	1	0	0
10	Gathers pertinent facts before acting on a problem	1	0	0	0
	Total	3	5	0	2

Add any additional comments about leadership:

Steve, and his CJLS colleagues, have made an above average effort to participate in enrollment events and to promote their programs. He has also demonstrated the effort to gather background information and relevant data before acting on a problem.

Evaluation of Chair Murray by Dean Brophy-Baermann

Category: Encourages Excellence and Innovation:

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Encourages and facilitates effective tracking of curriculum development	0	0	0	1
2	Facilitates department efforts in faculty and staff recruitment	0	0	0	1
3	Recognizes faculty and staff for their contributions	0	1	0	0
4	Effectively manages academic assessment	0	1	0	0
5	Contributes to college compliance with NEASC and BOG/OHE standards	0	0	0	1
	Total	0	2	0	3

Add any additional comments about excellence and innovation:

Steve has demonstrated his ability to work with the assessment team to make sure the programs in his department are on track to be assessed regularly.

Evaluation of Chair Murray by Dean Brophy-Baermann

Category: Communicates Effectively

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is an effective advocate for faculty and staff	0	1	0	0
2	Effectively mediates student/faculty complaints	0	1	0	0
3	Resolves conflicts fairly	0	1	0	0
4	Responds to problems in a calm and capable manner	0	1	0	0
5	Shares information with faculty and/or staff	0	0	0	1
6	Articulates needs of the department to Dean and other college officials	0	1	0	0
7	Successfully articulates program's image and academic reputation	0	1	0	0
	Total	0	6	0	1

Add any additional comments about communication:

Steve communicates when necessary; he responds to inquiries promptly; and he takes responsibility for solving problems within his department seriously.

Evaluation of Chair Murray by Dean Brophy-Baermann

Category: Manages the Affairs of the Division

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Coordinates process of promotions, tenure, hiring, and dismissals consistent with college policy and collective bargaining agreement	0	1	0	0
2	Adheres to College and Departmental policies and practices consistent with collective bargaining agreement	1	0	0	0
3	Initiates and coordinates work effectively	0	1	0	0
4	Manages budget and fiscal issues effectively and equitably	0	0	0	1
5	Insures that faculty mid-term and final grades are submitted in a timely manner	0	0	0	1
6	Insures timely and accurate submission of payroll	0	1	0	0
7	Insures accurate and timely receipt and submission of textbook orders	0	0	0	1
8	Submits Master Schedule in the established timeframe	0	1	0	0
	Total	1	4	0	3

Add any additional comments about management of the division:

Steve hews particularly closely to the collective bargaining agreement (as he should). He meets department and division deadlines consistently.

Evaluation of Chair Murray by Dean Brophy-Baermann

Department Chair's Strengths:

Steve has been a source of institutional knowledge and past practice--very important for me as I learn more about CCRI in my new position.

Department Chair's Weaknesses:

n/a

Any additional comments?

Evaluation of Chair Murray by Faculty

Steven Murray

Criminal Justice & Legal Studies

March 2020

Leadership- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Is accessible to faculty	100.00%	0.00%	0.00%	0.00%	6
2	Leads department in collaborative efforts	100.00%	0.00%	0.00%	0.00%	6
3	Leads in implementing goals of the department	100.00%	0.00%	0.00%	0.00%	5
4	Encourages innovative teaching methods	100.00%	0.00%	0.00%	0.00%	6
5	Facilitates curriculum development	100.00%	0.00%	0.00%	0.00%	6
6	Advocates for faculty and staff	100.00%	0.00%	0.00%	0.00%	6
7	Encourages faculty and staff's professional development	100.00%	0.00%	0.00%	0.00%	6
8	Works to improve professional relationships and morale within the department	100.00%	0.00%	0.00%	0.00%	6
9	Provides effective orientation to new faculty	100.00%	0.00%	0.00%	0.00%	6
10	Establishes and follows policies and practices consistent with collective bargaining agreement	100.00%	0.00%	0.00%	0.00%	6
11	Effectively mediates student/faculty and faculty/faculty complaints	100.00%	0.00%	0.00%	0.00%	6

Any additional comments about leadership:

Excellent leadership. 2

Evaluation of Chair Murray by Faculty

I can safely speak for our entire department when I say that we trust Steve when it comes to all the various decisions he makes on the behalf of our department. He informs us, advocates for us and he simply has our back. Great leader.

Steven has all the qualities of a great leader. He leads by example and inspires the members of our department to perform at the very best of our ability. He sets the tone for what must be accomplished and motivates everyone in the department to see the value of our work and how our work fits into the broader mission of CCRI.

Steve is an excellent leader and is always available when you need him

Excellent Leader

Evaluation of Chair Murray by Faculty

Management- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Recruits faculty and staff effectively	100.00%	0.00%	0.00%	0.00%	6
2	Manages budget efficiently	100.00%	0.00%	0.00%	0.00%	6
3	Manages faculty workload equitably	83.33%	16.67%	0.00%	0.00%	6
4	Implements college policies and procedures fairly	100.00%	0.00%	0.00%	0.00%	6
5	Recognizes faculty and staff for their contributions	100.00%	0.00%	0.00%	0.00%	6
6	Deals with faculty fairly and equitably	100.00%	0.00%	0.00%	0.00%	6

Any additional comments about management:

Excellent leadership. 2

Extremely fair. Again, we have trust that his decisions and how he manages us will be fair, honest and articulated well.

Steven demonstrates integrity on a daily basis in every decision that he makes.

Excellent Manager

Evaluation of Chair Murray by Faculty

Problem Solving- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Resolves conflicts fairly	83.33%	0.00%	0.00%	16.67%	6
2	Copes with unanticipated events	100.00%	0.00%	0.00%	0.00%	6
3	Gathers pertinent facts before responding to a problem	83.33%	16.67%	0.00%	0.00%	6
4	Enlists the help/expertise of others when needed	100.00%	0.00%	0.00%	0.00%	6

Any additional comments about problem solving:

Excellent leadership. 2

If Steve has any questions, he feels confident to come to us and we to him. We have a smooth running, cohesive group who works hard for our students and him. Our success many times is through Steve. Steven has strong problem solving skills. When faced with a problem, conflict, or unanticipated event, Steven identifies the critical facts, seeks out help from faculty and experts if necessary, and responds with a thoughtful action plan or resolution.

Excellent Problem Solver

Evaluation of Chair Murray by Faculty

Planning- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Provides leadership in establishing departmental goals	100.00%	0.00%	0.00%	0.00%	6
2	Encourages faculty/staff innovation	100.00%	0.00%	0.00%	0.00%	6

Any additional comments about planning:

Excellent leadership. 2

We all know in advance on what is planned, when, what we need to do, etc.

Steven sets goals and deadlines and encourages all members of our department to present innovative ideas to accomplish our goals meet our deadlines.

Excellent Planner

Evaluation of Chair Murray by Faculty

Communication- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Shares information with faculty	100.00%	0.00%	0.00%	0.00%	6
2	Articulates department's vision and mission	100.00%	0.00%	0.00%	0.00%	6
3	Relates effectively to students	100.00%	0.00%	0.00%	0.00%	6

Any additional comments about communication:

Excellent leadership. 2

Articulates and shares info on a regular basis and doesn't pull any punches which we all appreciate.

Steven is in regular communication with the members of our department and always clearly articulates the mission of our department.

Excellent Communicator

Please add any additional comments you wish below:

Excellent leadership. 2

Prof Murray's long history as a chair and experience as a chair has helped him in doing an excellent job of overseeing the department

Excellent Department Chair

Annual Chair Evaluation Meeting

Professor Steve Murray

Thursday, April 22, 2021

This note is to certify that the Annual Chair Evaluation for Steve Murray (Criminal Justice) took place today during our one-on-one meeting. Two Summary Evaluation Reports were reviewed and discussed during the meeting; namely, the Dean's Evaluation and the Criminal Justice Faculty Evaluation.

Chair Murray received an overall "outstanding" evaluation from Interim Dean Handley across all rating categories included in the rating scale. Chair Murray is to be commended for setting "high standards regarding the academic and professional preparation of his full-time and adjunct faculty" within the Criminal Justice department. He manages his department with dedication and efficiency.

One departmental faculty member completed the online evaluation of Chair Murray. The evaluation was very positive across all categories and featured ratings of "Exceeds Expectations" for every item on the survey. Comments included; "Top notch chair. Gets a grade of A as department chair in every category."

Chair Murray was encouraged to share his considerable academic expertise and insights with his AHSS colleagues and others at CCRI.

Allyson Handley

Allyson Handley EdD

Interim Dean AHSS

Steve Murray JD

Steve Murray JD

Chair of Criminal Justice

4-22-2021

Date

Evaluation of Chair Murray by Interim Dean Handley

Steven Murray

Criminal Justice & Legal Studies

March 2021

Promotes Collaboration

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is receptive to constructive suggestions	0	1	0	0
2	Is accessible to college administration	1	0	0	0
3	Is trusted by college administration	0	1	0	0
4	Works to improve working relationships and/or morale within the department	1	0	0	0
5	Negotiates and assigns responsibilities equitably	1	0	0	0
6	Enlists the help/expertise of others when needed	0	1	0	0
7	Is accessible to faculty and staff	1	0	0	0
Total		4	3	0	0

Add any additional comments about collaboration:

Chair Murray collaborates effectively with colleagues within his department and with the external Rhode Island legal and criminal justice community. I encourage him to share his expertise and insight with colleagues across the College.

Evaluation of Chair Murray by Interim Dean Handley

Exhibits Leadership

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Represents the department effectively within the college	1	0	0	0
2	Represents the department effectively outside of the college	0	0	0	1
3	Expedites administrative responsibilities in a timely manner	0	1	0	0
4	Effectively manages student recruitment	0	1	0	0
5	Effectively manages student retention	0	1	0	0
6	Deals with faculty fairly and equitably	1	0	0	0
7	Insures departmental and faculty compliance with faculty contract	1	0	0	0
8	Effectively supervises and reviews department and uses Banner efficiently	0	1	0	0
9	Is able to cope with unanticipated events	0	1	0	0
10	Gathers pertinent facts before acting on a problem	1	0	0	0
Total		4	5	0	1

Add any additional comments about leadership:

Chair Murray has ably led the CJLS department for several years.

Evaluation of Chair Murray by Interim Dean Handley

Encourages Excellence and Innovation:

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Encourages and facilitates effective tracking of curriculum development	0	1	0	0
2	Facilitates department efforts in faculty and staff recruitment	1	0	0	0
3	Recognizes faculty and staff for their contributions	1	0	0	0
4	Effectively manages academic assessment	0	1	0	0
5	Contributes to college compliance with NEASC and BOG/OHE standards	0	1	0	0
Total		2	3	0	0

Add any additional comments about excellence and innovation:

Chair Murray sets high standards regarding the academic and professional preparation of his full-time and adjunct faculty within CJLS. I encourage him to explore alternative delivery formats and scheduling that might attract additional students to the Cj and paralegal programs within his department.

Evaluation of Chair Murray by Interim Dean Handley

Communicates Effectively

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is an effective advocate for faculty and staff	1	0	0	0
2	Effectively mediates student/faculty complaints	0	1	0	0
3	Resolves conflicts fairly	0	1	0	0
4	Responds to problems in a calm and capable manner	0	1	0	0
5	Shares information with faculty and/or staff	0	1	0	0
6	Articulates needs of the department to Dean and other college officials	1	0	0	0
7	Successfully articulates program's image and academic reputation	1	0	0	0
Total		3	4	0	0

Add any additional comments about communication:

Chair Murray values clear and concise communication and he strives for those qualities in all of his own academic and administrative communications.

Evaluation of Chair Murray by Interim Dean Handley

Manages the Affairs of the Division

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Coordinates process of promotions, tenure, hiring, and dismissals consistent with college policy and collective bargaining agreement	1	0	0	0
2	Adheres to College and Departmental policies and practices consistent with collective bargaining agreement	1	0	0	0
3	Initiates and coordinates work effectively	1	0	0	0
4	Manages budget and fiscal issues effectively and equitably	0	1	0	0
5	Insures that faculty mid-term and final grades are submitted in a timely manner	0	1	0	0
6	Insures timely and accurate submission of payroll	0	1	0	0
7	Insures accurate and timely receipt and submission of textbook orders	0	1	0	0
8	Submits Master Schedule in the established timeframe	0	1	0	0
Total		3	5	0	0

Add any additional comments about management of the division:

Chair Murray conducts all departmental duties efficiently and conscientiously.

Evaluation of Chair Murray by Interim Dean Handley

Department Chair's Strengths:

Chair Murray is very dedicated to his department, his programs and his students. He is to be commended for his many years of service to faculty welfare through his leadership of the faculty union. Since stepping down from that demanding leadership role recently, he should be encouraged to utilize his considerable talents and expertise within other academic leadership roles at CCRI.

Department Chair's Weaknesses:

While not in reality a weakness, Chair Murray should consider new opportunities within CCRI to collaborate with faculty/Chairs outside of his department.

Any additional comments?

Steve Murray

Criminal Justice and Legal Studies

March 2021

Leadership- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Is accessible to faculty	100.00%	0.00%	0.00%	0.00%	1
2	Leads department in collaborative efforts	100.00%	0.00%	0.00%	0.00%	1
3	Leads in implementing goals of the department	100.00%	0.00%	0.00%	0.00%	1
4	Encourages innovative teaching methods	100.00%	0.00%	0.00%	0.00%	1
5	Facilitates curriculum development	100.00%	0.00%	0.00%	0.00%	1
6	Advocates for faculty and staff	100.00%	0.00%	0.00%	0.00%	1
7	Encourages faculty and staff's professional development	100.00%	0.00%	0.00%	0.00%	1
8	Works to improve professional relationships and morale within the department	100.00%	0.00%	0.00%	0.00%	1
9	Provides effective orientation to new faculty	100.00%	0.00%	0.00%	0.00%	1
10	Establishes and follows policies and practices consistent with collective bargaining agreement	100.00%	0.00%	0.00%	0.00%	1
11	Effectively mediates student/faculty and faculty/faculty complaints	100.00%	0.00%	0.00%	0.00%	1

Any additional comments about leadership:

Evaluation of Chair Murray by Faculty

Management- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Recruits faculty and staff effectively	100.00%	0.00%	0.00%	0.00%	1
2	Manages budget efficiently	100.00%	0.00%	0.00%	0.00%	1
3	Manages faculty workload equitably	100.00%	0.00%	0.00%	0.00%	1
4	Implements college policies and procedures fairly	100.00%	0.00%	0.00%	0.00%	1
5	Recognizes faculty and staff for their contributions	100.00%	0.00%	0.00%	0.00%	1
6	Deals with faculty fairly and equitably	100.00%	0.00%	0.00%	0.00%	1

Any additional comments about management:

Evaluation of Chair Murray by Faculty

Problem Solving- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Resolves conflicts fairly	100.00%	0.00%	0.00%	0.00%	1
2	Copes with unanticipated events	100.00%	0.00%	0.00%	0.00%	1
3	Gathers pertinent facts before responding to a problem	100.00%	0.00%	0.00%	0.00%	1
4	Enlists the help/expertise of others when needed	100.00%	0.00%	0.00%	0.00%	1

Any additional comments about problem solving:

Evaluation of Chair Murray by Faculty

Planning- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Provides leadership in establishing departmental goals	100.00%	0.00%	0.00%	0.00%	1
2	Encourages faculty/staff innovation	100.00%	0.00%	0.00%	0.00%	1

Any additional comments about planning:

Evaluation of Chair Murray by Faculty

Communication- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Shares information with faculty	100.00%	0.00%	0.00%	0.00%	1
2	Articulates department's vision and mission	100.00%	0.00%	0.00%	0.00%	1
3	Relates effectively to students	100.00%	0.00%	0.00%	0.00%	1

Any additional comments about communication:

Top notch chair. Gets a grade of A as department chair in every category.

Evaluation of Chair Murray by Faculty

Please add any additional comments you wish below:

Excellent chair

Steven Murray

Criminal Justice & Legal Studies

March 2022

Category: Promotes Collaboration

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is receptive to constructive suggestions	0	1	0	0
2	Is accessible to college administration	1	0	0	0
3	Is trusted by college administration	0	1	0	0
4	Works to improve working relationships and/or morale within the department	1	0	0	0
5	Negotiates and assigns responsibilities equitably	0	1	0	0
6	Enlists the help/expertise of others when needed	0	1	0	0
7	Is accessible to faculty and staff	1	0	0	0
	Total	3	4	0	0

Add any additional comments about collaboration:

Steve Murray has collaborated well. I have been informed of all faculty absences promptly. Steve enjoys a solid rapport with department members, and he has been available day and evening.

Category: Exhibits Leadership

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Represents the department effectively within the college	1	0	0	0
2	Represents the department effectively outside of the college	0	1	0	0
3	Expedites administrative responsibilities in a timely manner	1	0	0	0
4	Effectively manages student recruitment	0	1	0	0
5	Effectively manages student retention	0	1	0	0
6	Deals with faculty fairly and equitably	1	0	0	0
7	Insures departmental and faculty compliance with faculty contract	0	1	0	0
8	Effectively supervises and reviews department and uses Banner efficiently	0	1	0	0
9	Is able to cope with unanticipated events	0	1	0	0
10	Gathers pertinent facts before acting on a problem	1	0	0	0
	Total	4	6	0	0

Add any additional comments about leadership:

Steve has shown considerable oversight for all department matters, including curriculum. He has reviewed adjunct syllabuses and insured adjunct compliance.

Category: Encourages Excellence and Innovation:

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Encourages and facilitates effective tracking of curriculum development	0	1	0	0
2	Facilitates department efforts in faculty and staff recruitment	0	1	0	0
3	Recognizes faculty and staff for their contributions	1	0	0	0
4	Effectively manages academic assessment	0	1	0	0
5	Contributes to college compliance with NEASC and BOG/OHE standards	0	1	0	0
	Total	1	4	0	0

Add any additional comments about excellence and innovation:

Steve has arranged for his department to meet with Dr. Lauren Webb to prepare for the Department's APR, and I believe the Department will effectively review its curriculum.

Category: Communicates Effectively

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is an effective advocate for faculty and staff	1	0	0	0
2	Effectively mediates student/faculty complaints	0	0	0	1
3	Resolves conflicts fairly	0	1	0	0
4	Responds to problems in a calm and capable manner	0	1	0	0
5	Shares information with faculty and/or staff	1	0	0	0
6	Articulates needs of the department to Dean and other college officials	1	0	0	0
7	Successfully articulates program's image and academic reputation	1	0	0	0
	Total	4	2	0	1

Add any additional comments about communication:

Steve Murray has always been an advocate for his Department's programs. He has led his Department to make some substantial changes to course offerings during the past two years that will further enhance the programs offered by the Department.

Category: Manages the Affairs of the Division

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Coordinates process of promotions, tenure, hiring, and dismissals consistent with college policy and collective bargaining agreement	0	1	0	0
2	Adheres to College and Departmental policies and practices consistent with collective bargaining agreement	0	1	0	0
3	Initiates and coordinates work effectively	0	1	0	0
5	Insures that faculty mid-term and final grades are submitted in a timely manner	0	1	0	0
6	Insures timely and accurate submission of payroll	0	1	0	0
7	Insures accurate and timely receipt and submission of textbook orders	0	1	0	0
4	Manages budget and fiscal issues effectively and equitably	0	0	0	1
8	Submits Master Schedule in the established timeframe	1	0	0	0
Total		1	6	0	1

Add any additional comments about management of the division:

Steve has managed all of the routine tasks of a department chair accurately and promptly. He has submitted schedules and completed other chair tasks well ahead of deadlines. He has kept the dean informed throughout about matters related to faculty and students. He has adhered strictly to both the faculty and adjunct contracts.

Department Chair's Strengths:

Steve Murray knows his faculty well, including adjuncts. As a former union president, Steve knows what is required of a chair, and he has met all expectations. He has seen the need for the department to develop DL courses to meet student demand, and he has cooperated fully with the registrar and the administration to expand DL offerings. In short, he has performed all aspects of the chair's role well, and he has been responsive to requests and easy to work with.

Department Chair's Weaknesses:

Not a weakness, necessarily, but I believe the Department could bring on an advisory board that includes more outside members from the law enforcement and legal communities. Steve has the contacts and ability to attract excellent community representatives. I would like to see Steve teach fewer courses each year, if only for his own well-being.

Any additional comments?

Chair Murray and Professor England have advocated for the money necessary to improve the Criminalistics Lab, and I fully support their request.

Steve Murray

Criminal Justice & Legal Studies
March 2022

Leadership- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Is accessible to faculty	100.00%	0.00%	0.00%	0.00%	3
2	Leads department in collaborative efforts	100.00%	0.00%	0.00%	0.00%	3
3	Leads in implementing goals of the department	100.00%	0.00%	0.00%	0.00%	3
4	Encourages innovative teaching methods	100.00%	0.00%	0.00%	0.00%	3
5	Facilitates curriculum development	100.00%	0.00%	0.00%	0.00%	3
6	Advocates for faculty and staff	100.00%	0.00%	0.00%	0.00%	2
7	Encourages faculty and staff's professional development	100.00%	0.00%	0.00%	0.00%	3
8	Works to improve professional relationships and morale within the department	100.00%	0.00%	0.00%	0.00%	3
9	Provides effective orientation to new faculty	100.00%	0.00%	0.00%	0.00%	3
10	Establishes and follows policies and practices consistent with collective bargaining agreement	100.00%	0.00%	0.00%	0.00%	3
11	Effectively mediates student/faculty and faculty/faculty complaints	100.00%	0.00%	0.00%	0.00%	3

Any additional comments about leadership:

Steve is all about team building, encouraging development as teachers and development as a department. He has taken the lead in promoting a new crime lab for the department. His advocacy and commitment to our department and the college as a whole is instrumental in our observable success.

Management- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Recruits faculty and staff effectively	100.00%	0.00%	0.00%	0.00%	3
2	Manages budget efficiently	100.00%	0.00%	0.00%	0.00%	3
3	Manages faculty workload equitably	100.00%	0.00%	0.00%	0.00%	3
4	Implements college policies and procedures fairly	100.00%	0.00%	0.00%	0.00%	3
5	Recognizes faculty and staff for their contributions	100.00%	0.00%	0.00%	0.00%	3
6	Deals with faculty fairly and equitably	100.00%	0.00%	0.00%	0.00%	3

Any additional comments about management:

Steve has always been effusive in his praise and in motivating each of us to succeed. He is fair and respects all of us as professionals and as people.

Problem Solving- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Resolves conflicts fairly	66.67%	0.00%	0.00%	33.33%	3
2	Copes with unanticipated events	100.00%	0.00%	0.00%	0.00%	3
3	Gathers pertinent facts before responding to a problem	100.00%	0.00%	0.00%	0.00%	3
4	Enlists the help/expertise of others when needed	100.00%	0.00%	0.00%	0.00%	3

Any additional comments about problem solving:

In terms of conflicts within our department - we have none. Everything is done fairly and problems are solved if and when they due arise in an even keeled and equitable manner. Again respecting all in the process.

Planning- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Provides leadership in establishing departmental goals	100.00%	0.00%	0.00%	0.00%	3
2	Encourages faculty/staff innovation	100.00%	0.00%	0.00%	0.00%	3

Any additional comments about planning:

His guidance and leadership has been instrumental in the pursuit of a new crime lab. I personally look to Steve for guidance and advice and he has not let me down.

Communication- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Shares information with faculty	100.00%	0.00%	0.00%	0.00%	3
2	Articulates department's vision and mission	100.00%	0.00%	0.00%	0.00%	3
3	Relates effectively to students	100.00%	0.00%	0.00%	0.00%	3

Any additional comments about communication:

During our departmental meetings we are quickly informed of all that is transpiring in the college and how it may potentially affect us as a department and the students enrolled in our curriculum. Steve's focus is always on the students which we are all lock step with.

Please add any additional comments you wish below:

Steve is our recognized leader whom we not only respect but personally like as well. True leader.

Steve Murray

Criminal Justice & Legal Studies
March 2023

Category: Promotes Collaboration

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is receptive to constructive suggestions	0	0	1	0
2	Is accessible to college administration	1	0	0	0
3	Is trusted by college administration	0	1	0	0
4	Works to improve working relationships and/or morale within the department	1	0	0	0
5	Negotiates and assigns responsibilities equitably	0	1	0	0
6	Enlists the help/expertise of others when needed	0	1	0	0
7	Is accessible to faculty and staff	1	0	0	0
	Total	3	3	1	0

Add any additional comments about collaboration:

Steve creates a good working relationship in his department. While he is receptive to some constructive suggestions from me, there are other times when he is not receptive, e.g. expanding the pool of adjuncts certified to teach online, or the number of overload exceptions a faculty member can teach.

Category: Exhibits Leadership

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Represents the department effectively within the college	0	1	0	0
2	Represents the department effectively outside of the college	1	0	0	0
3	Expedites administrative responsibilities in a timely manner	1	0	0	0
4	Effectively manages student recruitment	0	1	0	0
5	Effectively manages student retention	0	0	1	0
6	Deals with faculty fairly and equitably	1	0	0	0
7	Insures departmental and faculty compliance with faculty contract	1	0	0	0
8	Effectively supervises and reviews department and uses Banner efficiently	0	1	0	0
9	Is able to cope with unanticipated events	0	0	0	1
10	Gathers pertinent facts before acting on a problem	0	1	0	0
Total		4	4	1	1

Add any additional comments about leadership:

Steve is respected by his colleagues in the department, as proven by his re-election earlier this semester. Steve needs use his leadership to develop an enrollment plan that will bring more students into the department and effectively retain them. Other areas where Steve needs to use his leadership is listed at the end of this evaluation.

Category: Encourages Excellence and Innovation:

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Encourages and facilitates effective tracking of curriculum development	0	1	0	0
2	Facilitates department efforts in faculty and staff recruitment	0	1	0	0
3	Recognizes faculty and staff for their contributions	1	0	0	0
4	Effectively manages academic assessment	0	0	1	0
5	Contributes to college compliance with NECHE and BOG/OHE standards	0	1	0	0
	Total	1	3	1	0

Add any additional comments about excellence and innovation:

Steve has continued to attract talented professionals to teach in the department. He needs to use that same commitment to excellence in developing an assessment rubric and an enrollment plan.

Category: Communicates Effectively

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
1	Is an effective advocate for faculty and staff	1	0	0	0
2	Effectively mediates student/faculty complaints	0	0	0	1
3	Resolves conflicts fairly	0	0	0	1
4	Responds to problems in a calm and capable manner	0	0	0	1
5	Shares information with faculty and/or staff	0	1	0	0
6	Articulates needs of the department to Dean and other college officials	0	1	0	0
7	Successfully articulates program's image and academic reputation	0	1	0	0
Total		1	3	0	3

Add any additional comments about communication:

Steve is a strong advocate for his department. He shares information with his faculty and staff colleagues and articulates the need of the department to me.

Category: Manages the Affairs of the Division

#	Question	Exceeds Expectations	Satisfactory	Unsatisfactory	Not Observed
2	Adheres to College and Departmental policies and practices consistent with collective bargaining agreement	0	1	0	0
3	Initiates and coordinates work effectively	0	1	0	0
1	Coordinates process of promotions, tenure, hiring, and dismissals consistent with college policy and collective bargaining agreement	1	0	0	0
4	Manages budget and fiscal issues effectively and equitably	1	0	0	0
5	Insures that faculty mid-term and final grades are submitted in a timely manner	1	0	0	0
6	Insures timely and accurate submission of payroll	1	0	0	0
7	Insures accurate and timely receipt and submission of textbook orders	0	0	0	1
8	Submits Master Schedule in the established timeframe	1	0	0	0
Total		5	2	0	1

Add any additional comments about management of the division:

As an experienced Chair, Steve does a very good job in managing the day-today responsibilities of payroll, grade submissions, etc. in his department.

Department Chair's Strengths:

Steve is firmly committed to the faculty and staff of his department. This year he has started the important work to create and renew transfer articulations, e.g. Roger Williams University. This will significantly help the graduates in his department. Steve also provided key leadership in establishing a Law Enforcement Day in December 2022 (for CCRI current students) and continuing Law Day in March 2023 (for high school students and current CCRI students).

Department Chair's Weaknesses:

Steve needs to: (1) address the lower enrollment #s in his department by developing an enrollment plan; (2) develop an assessment rubric for course/program outcomes; (3) incorporate a work-based learning component in the capstone or other course that all students in the program take; and (4) encourage more adjuncts to become certified to teach online courses.

Any additional comments?

Steve Murray

Criminal Justice & Legal Studies

March 2023

Leadership- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Is accessible to faculty	100.00%	0.00%	0.00%	0.00%	4
2	Leads department in collaborative efforts	100.00%	0.00%	0.00%	0.00%	4
3	Leads in implementing goals of the department	100.00%	0.00%	0.00%	0.00%	4
4	Encourages innovative teaching methods	100.00%	0.00%	0.00%	0.00%	4
5	Facilitates curriculum development	100.00%	0.00%	0.00%	0.00%	4
6	Advocates for faculty and staff	100.00%	0.00%	0.00%	0.00%	4
7	Encourages faculty and staff's professional development	100.00%	0.00%	0.00%	0.00%	4
8	Works to improve professional relationships and morale within the department	100.00%	0.00%	0.00%	0.00%	4
9	Provides effective orientation to new faculty	100.00%	0.00%	0.00%	0.00%	4
10	Establishes and follows policies and practices consistent with collective bargaining agreement	100.00%	0.00%	0.00%	0.00%	4
11	Effectively mediates student/faculty and faculty/faculty complaints	100.00%	0.00%	0.00%	0.00%	4

Any additional comments about leadership:

Top notch chair.

Steve is an outstanding Chairperson. All circles were clicked "exceeds expectations" as this is the truth regarding what Steve does in all facets within our Department. He ensures we are heard; he treats with nothing but respect and professionalism; he works with us to ensure we have schedules that both serve the students and us individually; he constantly is thinking of how we can improve our product/brand and provide what is best with the students in mind. He serves as a mentor, someone we can talk to and we all consider a good friend and more than just our chairperson.

Steve is without a doubt a proven leader and responds immediately to any issues that arise. CCRI is very fortunate to have him as department chair.

Management- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Recruits faculty and staff effectively	100.00%	0.00%	0.00%	0.00%	4
2	Manages budget efficiently	100.00%	0.00%	0.00%	0.00%	4
3	Manages faculty workload equitably	100.00%	0.00%	0.00%	0.00%	4
4	Implements college policies and procedures fairly	100.00%	0.00%	0.00%	0.00%	4
5	Recognizes faculty and staff for their contributions	100.00%	0.00%	0.00%	0.00%	4
6	Deals with faculty fairly and equitably	100.00%	0.00%	0.00%	0.00%	3

Any additional comments about management:

Steve is extremely fair, recognizes what each professor -both full time and adjunct bring to the table in terms of expertise. He is respectful and a consummate professional.

Problem Solving- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Resolves conflicts fairly	100.00%	0.00%	0.00%	0.00%	4
2	Copes with unanticipated events	100.00%	0.00%	0.00%	0.00%	4
3	Gathers pertinent facts before responding to a problem	100.00%	0.00%	0.00%	0.00%	4
4	Enlists the help/expertise of others when needed	100.00%	0.00%	0.00%	0.00%	4

Any additional comments about problem solving:

Steve is the ultimate problem solver. He solves issues before becoming problems. We have yet (11 years) had an issue that could constitute as being termed a problem as his foresight eliminates an potential issues. He is thorough and communicates all that is germane to us.

Steve is very responsive to any problems that I have brought to the department.

Planning- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Provides leadership in establishing departmental goals	100.00%	0.00%	0.00%	0.00%	4
2	Encourages faculty/staff innovation	100.00%	0.00%	0.00%	0.00%	4

Any additional comments about planning:

A true leader

Communication- Please select your level of agreement with the following statements for your chair.

#	Question	Exceeds expectations	Satisfactory	Unsatisfactory	Not Observed	Total
1	Shares information with faculty	100.00%	0.00%	0.00%	0.00%	4
2	Articulates department's vision and mission	100.00%	0.00%	0.00%	0.00%	4
3	Relates effectively to students	100.00%	0.00%	0.00%	0.00%	4

Any additional comments about communication:

Steve, both shares information with us and the college as a whole when the situations arise.

Steve is always available and quick to respond to any situation.

Please add any additional comments you wish below:

Great chair